

AMERICAN NEWS

Contras' funding to be halved

By Lionel Barber in Washington

THE Bush administration is halving funding for the Nicaraguan Contra rebel political operation in exile in the US.

Other steps growing out of last week's accord between the administration and Congress on Contra aid include a meeting next week between President George Bush and President Oscar Arias of Costa Rica.

The administration has been spending \$4.8m (£2.7m) a year to support the Contras' exiled political operation, which includes offices in Miami and Central America.

Peace hopes at Costa Rica meeting

By Tim Cooney in Managua

IMPORTANT advances in the Central American peace process were expected from a ministerial summit today and tomorrow in San Jose, Costa Rica.

The ministerial meeting is the first since the breakthrough at February's presidential summit in El Salvador, at which Nicaraguan President Daniel Ortega made political concessions in return for a commitment by the region's leaders to demobilise the US-backed Contra army.

Argentina's monthly inflation rate nears 20%

By Gary Mead in Buenos Aires

INDEPENDENT economists are predicting that Argentina is again on the border of hyper-inflation, with monthly rates due to surpass 20 per cent in May and likely to deteriorate further thereafter.

Inflation and debt hem in economic policy makers

Peter Norman previews the IMF and World Bank spring meetings starting in Washington tomorrow

IF America, people in a jam sometimes talk of being stuck between a rock and a hard place.

With the spring meetings of the International Monetary Fund and World Bank about to start, many of the world's economic policy makers must feel that inflationary pressures in the industrial countries and the protracted Third World debt crisis threaten them with a similar lack of manoeuvring room.

Until recently it appeared that the policy makers' ideal of sustained non-inflationary growth, espoused at successive annual economic summits of the Group of Seven leading industrial countries, was close to being achieved.

Venezuela, Colombia in border talks

By Sarah Kendall in Bogota

WITH backslaps and hand-shaking, the presidents of Colombia and Venezuela have launched a growing attempt to tackle a longstanding, often bitter and occasionally violent border dispute.

Accompanied by ministers and former presidents - including Mr Adolfo Suarez of Spain, who will lead a new Conciliation Commission - Mr Yamildo Basso of Colombia and Mr Carlos Andrés Pérez of Venezuela spoke of friendships, shared interests and joint frontier development in their Tuesday meeting on the border bridge at Urdela.

Mr Barco said the Conciliation Commission was to recommend a series of steps allowing direct negotiations on the definition of the marine border in the Gulf of Venezuela. Two more commissions will analyse a whole range of frontier issues.

Previous attempts to discuss border problems have always floundered. The most dangerous moment came in 1987, when a Colombian navy gunboat was escorted out of disputed waters, narrowly avoiding a serious confrontation.

Colombia and Venezuela share a frontier running over 1,400 miles between the Caribbean Sea and the Amazon Basin. Although the territorial dispute is limited to a small part of the Gulf of Venezuela, attacks by Colombian guerrillas, drug trafficking, cattle rustling and illegal migration have exacerbated bilateral relations.

On either side of the frontier are big oil and coal deposits and other natural resources. The special commissions to study the economic and social development of frontier regions include leading businessmen and politicians from the two countries. A joint hydro-electric scheme on the Orinoco River and several agro-industrial ventures are on the agenda. For the first time in many years, the handshakes are generating more hope than scepticism in Colombia.

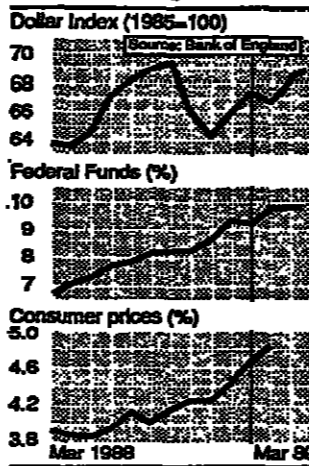
the US is not under control, upward pressure on US interest rates is sure to follow. The consequent increase in burdens on Third World debtors will far outweigh any possible benefits from Mr Brady's ideas for debt reduction.

The problem is that this year's spring meetings are being held at a time of great uncertainty about the state of the world economy. Barely have the economic signals been as mixed as in the current late phase of the 84-year-old recovery from the recession of the early 1980s.

Early drafts of the IMF's World Economic Outlook, due to be published in its final form in Washington next week, project that consumer inflation in the seven major industrial countries could average 3.7 per cent this year, compared with the 3.5 per cent rate envisaged by the Paris-based Organisation for Economic Co-operation and Development in December.

Leaked IMF forecasts suggest that this may be the case.

US economy



cost a slight quickening in the 1990 rate to 3.76 per cent. This is the sort of news that policy makers want to hear and could explain the recent willingness of men like Mr Nigel Lawson, the Chancellor, or Mr Michael Boskin, who heads the US president's Council of Economic Advisors, to suggest that interest rates may have peaked.

particular would have far fewer scruples if they felt efforts to uphold price stability were threatened.

It is unlikely, however, that the G7 industrial countries, which meet on Sunday, will be panicked into action on interest rates by the dollar's most recent surge. One reason for expecting calm in the short term is that the last two meetings of the G7 - in West Berlin last September and in Washington in February - were also preceded by strong but temporary upward movements of the dollar.

Since first unveiled on March 10, the US ideas for harnessing the resources of the IMF and World Bank to back voluntary debt reduction have been given strong support by Japan and France, but only a cautious welcome by other European countries and by many debtors.

Countries such as Britain, West Germany, Italy and the Netherlands suspect the Brady suggestions will ease the debt crisis only slightly and contain the danger of transferring risk from debtor nations and creditor banks to taxpayers in the industrial countries.

Debtors nations, by contrast, fear the US suggestions will not go far enough. "We want a realistic and concrete proposal, and there just isn't enough co-ordination and coherence among the participants," complained Mr Matilson da Nobrega, the Brazilian Finance Minister, at a meeting in Paris last week.

Meanwhile, the poor non-debtor countries such as India and Indonesia have yet to be spoken out. They could object that the Brady suggestions are unfair because they will absorb IMF and World Bank resources to which they might be entitled.

In bidding for support for its ideas, the US has re-opened an old debate about the IMF's level of resources. It has hinted that it might drop long-held objections and back other IMF members in support of an increase in IMF capital in the form of increased quotas or members' subscription rights.

April 30 has been set as a deadline for resolution of the quota issue, but this is certain to be extended at least until the next IMF annual meeting in the autumn.

The period until then is also likely to see intense discussions about Japan's wish to become the IMF's second most important member at the cost of Britain.

Labour Party view, Page 8

US leading indicators show fall

THE US Index of Leading Indicators, the Government's main barometer of future economic trends, fell 0.3 per cent in February after a 0.7 per cent rise in January, the Commerce Department said yesterday.

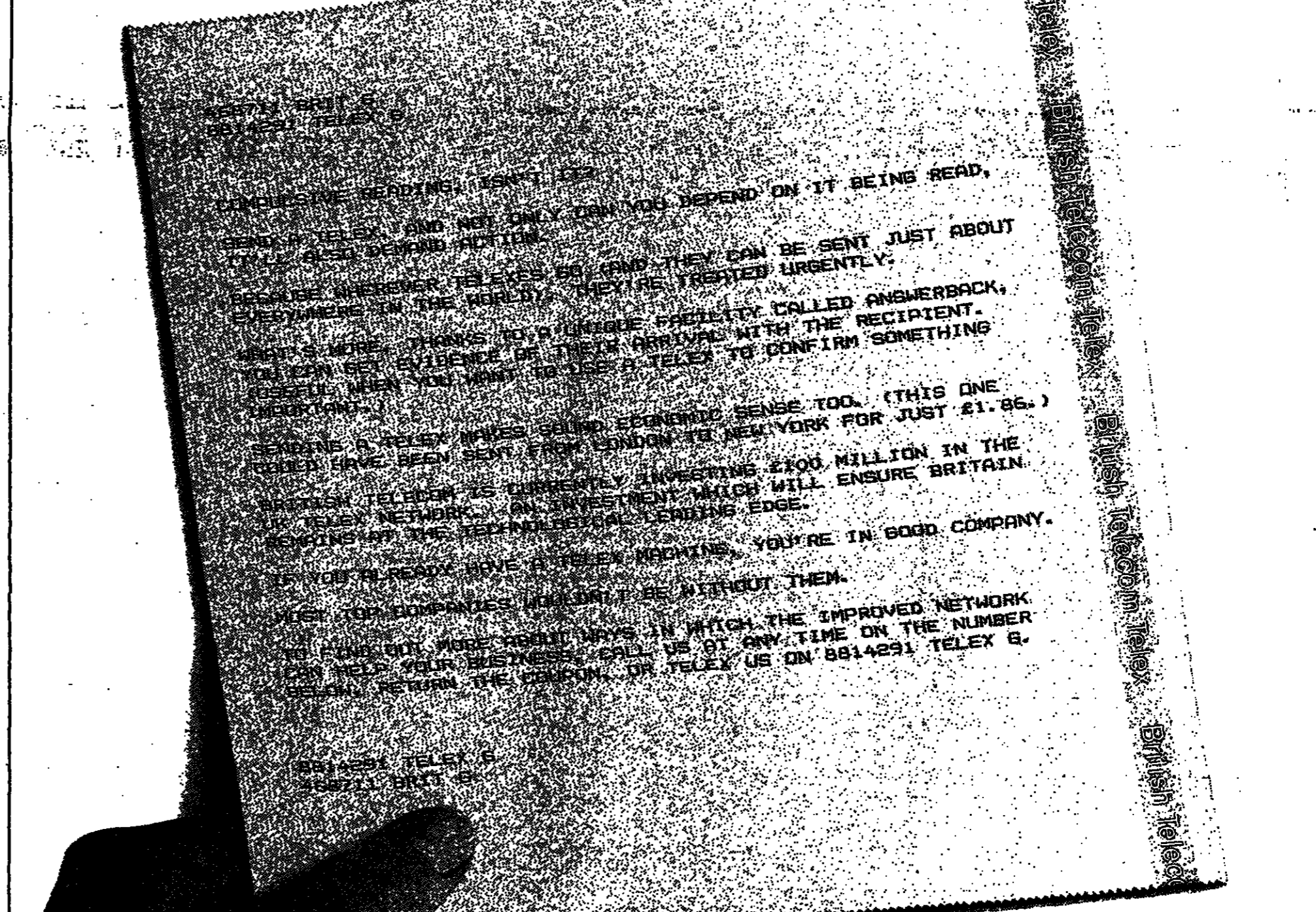
It was the first decline in the index - which is supposed to show the direction of the economy three to six months in the future - since September, when it also fell 0.3 per cent. The decline, which had been expected, failed to move financial markets.

Last month's decline, which partly reflected a drop in capital investment by businesses in new plant and equipment, was slightly smaller than the 0.4 per cent decrease expected by Wall Street economists.

In recent months the US economy has shown signs of slowing as durable goods orders, retail sales, imports, housing starts and the operating rates of manufacturing industries all have declined, while industrial output has been flat.

Over the past year the Index of Leading Indicators has risen 3.5 per cent, following a 2.4 per cent rise in the previous year, the Commerce Department said. With February's decrease, the index was at 145.3 over its 1982 base of 100.

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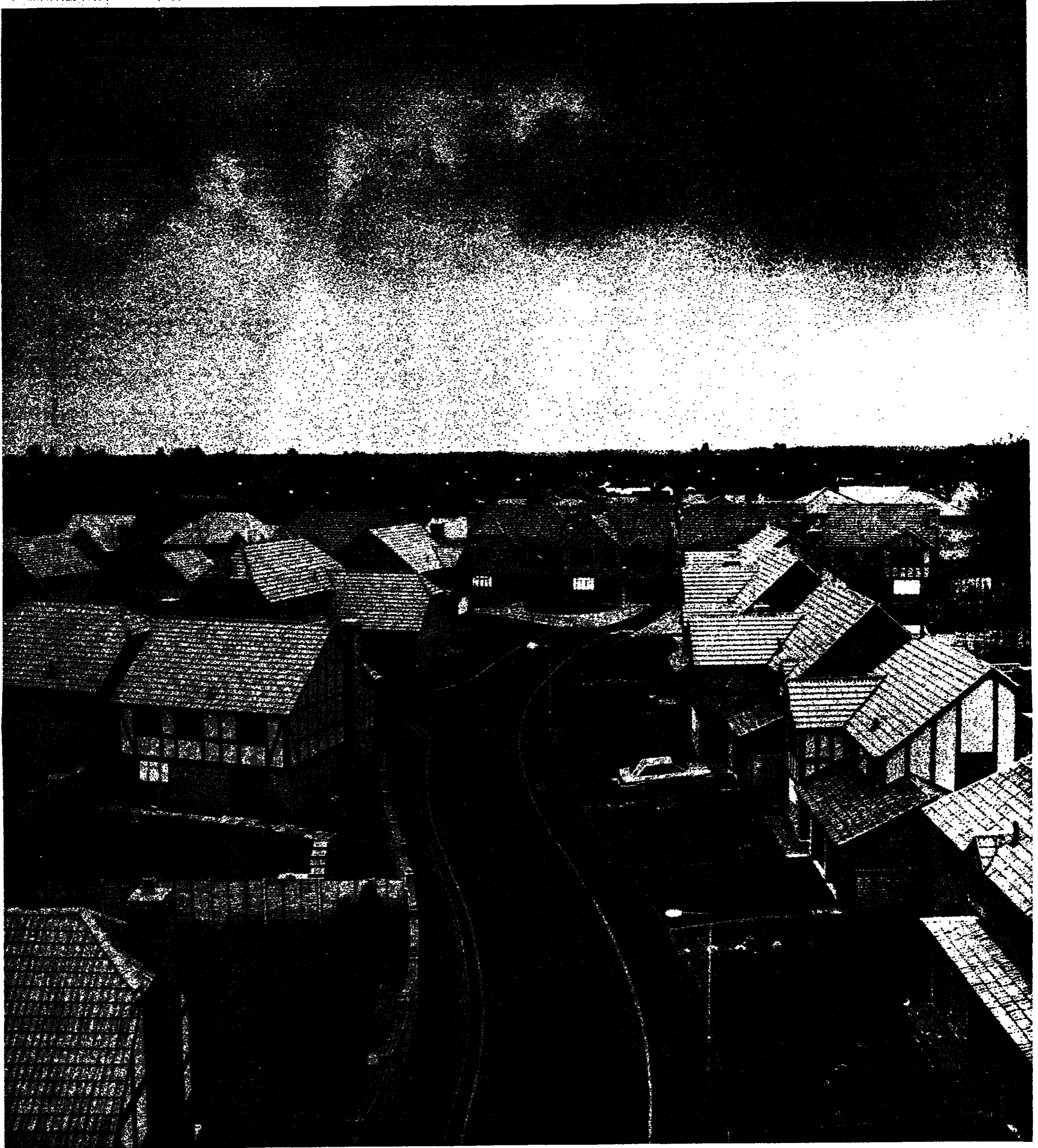


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WORLD TRADE NEWS

Washington warms to trade with Moscow

A campaign is afoot to ease the ban on credits and benefits, Nancy Dunne writes

FIFTEEN YEARS ago, former congressman Mr Charles Vanik set in motion the successful effort in the US House of Representatives to deny US trade benefits to the Soviet Union and other Eastern Bloc countries which restricted emigration.

Now, convinced that the "Evil Empire" is being transformed, he is leading a campaign for the lifting - for at least a year - of the ban on credits and trade benefits then denied under the Jackson-Vanik Amendment.

The Jackson-Vanik Amendment, sponsored by Mr Vanik and the late Senator Mr Henry "Scoop" Jackson, cleared Congress in 1974 after the Soviet Union imposed a steep tax on emigrants with higher academic degrees, most of whom were Jews.

Besides prohibiting trade credits and guarantees, it denied Soviet and other bloc countries Most Favoured Nation status, thus adding a tariff worth about one-third to the value of Soviet goods coming into the country.

The amendment can be waived for one year if the White House reports to Congress that doing so would "substantially promote" its objectives. Congress must pass a concurrent resolution approving the waiver. So far, China,

Hungary, and Romania have been granted annual waivers.

Mr Vanik is hoping for action as early as this coming June, when the administration generally announces similar actions.

In a recent speech, he said emigration levels appeared to be moving into an annual range of between 38,000 and 43,000. Italy is now swamped with 6,000 Soviet applicants awaiting a country of refuge, and the US is preparing to admit between 50,000 and 60,000 emigrants this year.

The movement to normalise US-Soviet relations has been gathering increasing support. The Soviet Union's stated intention to repeal all laws restricting religious activities and customs has helped to bring on board the American Jewish Congress and the National Jewish Community Relations Advisory Council, and other Jewish groups have announced that they are re-evaluating their positions.

In December Congressman Mr Bill Frenzel, a Minnesota Republican, and Congressman Mr Pete Stark, a California Democrat, issued a joint statement calling for a new dialogue over a return to normal US-Soviet trade relations.

"The goal is basic human rights, normal trading relations and increased economic

activity," they said.

"That goal will most likely be gained in small steps. What will be required is that the US has sufficient negotiating flexibility to take advantage of what seem to be promising opportunities."

The Bush Administration, still in the process of developing its Soviet policy, has not yet formalised its position on Jackson-Vanik. Last month, Mr James Baker, the US Secretary of State, told the House Foreign Affairs Committee that although the Soviet Union had made "rather remarkable strides" in their human rights and emigration policies, "there's more that needs to be done."

However, if the Administration does decide to push for a waiver this year, Mr Baker's excellent relations with Congress, and his ability to fashion compromise, augur well for its chances of approval.

At this point, there are hardliners on both sides of the issue. Some business groups want a five-year waiver on the grounds that a long lead-time is needed to build up extensive commerce and joint ventures.

US farm organisations, which have the biggest stake in American exports, have already gone on record in favour of the waiver.

On the other hand, there are

conservatives ready to oppose liberalisation until every person desiring to emigrate is out of Soviet Union. There may also be resistance from organised labour, which sees

"Farmers, producers, processors and manufacturers can develop profitable trade activities if the rules of trade are clearly settled and established for a reasonable period of time. Nothing destroys trade more certainly than uncertainty."

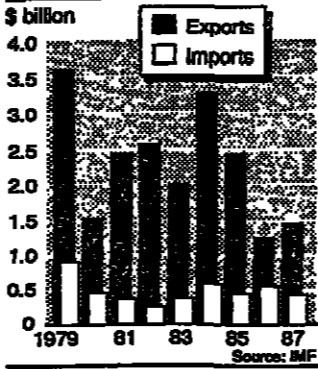
A waiver of Jackson-Vanik is not likely to produce an immediate flood of Soviet exports to the US, which in any case rose last year to a record \$1.7bn (£1bn).

But it would represent another advance in the improving atmosphere, symbolised early this month by a celebration thrown at the Soviet Embassy in Washington to mark the appearance of a new super-vodka called Stolichnaya Cristal, which is to be distributed by PepsiCo.

US-Soviet joint ventures and other co-operative deals have been gathering momentum recently. In fact, two large Washington law firms - Arnold & Porter and Burchette, Ruckert & Rothwell - have set up offices in Moscow with Soviet partners to advise American companies and to negotiate future arrangements.

New Soviet rules designed to cut bureaucratic delays and to sanction some rouble conversions are expected to hasten the pace of dealmaking. Other joint ventures, however, are mired in currency difficulties.

US trade with USSR



Japanese drop Korea knitwear action

A DISPUTE over surging South Korean knitwear exports to Japan ended formally yesterday, when Japanese knitwear producers dropped a dumping suit against Korean counterparts.

Japanese officials said Mr Yasuyuki Nagashio, president of the Japan Knitwear Industry Association, had asked for withdrawal of the suit.

The move had been expected since early February when knitwear producers from the two countries agreed on a plan to limit South Korean knitwear exports to Japan.

Under the agreement, South Korean producers will voluntarily hold down year-on-year growth of their knitwear exports to Japan within 1 per cent every year until 1991.

Korean makers are also expected to try to prevent their products from being priced unacceptably cheaply in Japan.

The agreement will set "floor prices" for South Korean knitwear products entering Japan.

Yesterday's action averted a possible investigation into the association's allegation that certain Korean knitwear products were dumped on the Japanese market.

US may retaliate over Canada fish export curbs

CANADA'S export restrictions on some unprocessed fish have been labelled by Mrs Carla Hills, US Trade Representative, as unfair, and hearings have been set for next month to determine retaliatory tariffs and other trade restrictions.

Agencies report from Washington.

Mrs Hills said a US inter-agency committee would hold hearings to determine which Canadian exports could be assessed for higher tariffs or other trade restrictions.

It had been more than a year since Canada's fish export restrictions were found illegal under the General Agreement on Tariffs and Trade, Mrs Hills said.

There was no indication what Canadian exports would be hit by the new tariffs or other restrictions, or the value of the exports targeted.

The US Trade Representative said that under Canada's export restrictions, Canadian fishermen were prohibited from selling unprocessed herring, and pink and sockeye salmon to American processors.

A Gatt panel, she said, had rejected Canada's argument that the prohibition was a legitimate conservation measure.

The US had since the middle of 1986 been urging Canada to lift trade restrictions that prohibit Canadian fishermen from selling unprocessed herring and salmon to US processors, primarily in the Pacific north-west region.

"I see no choice at this time but to take action."

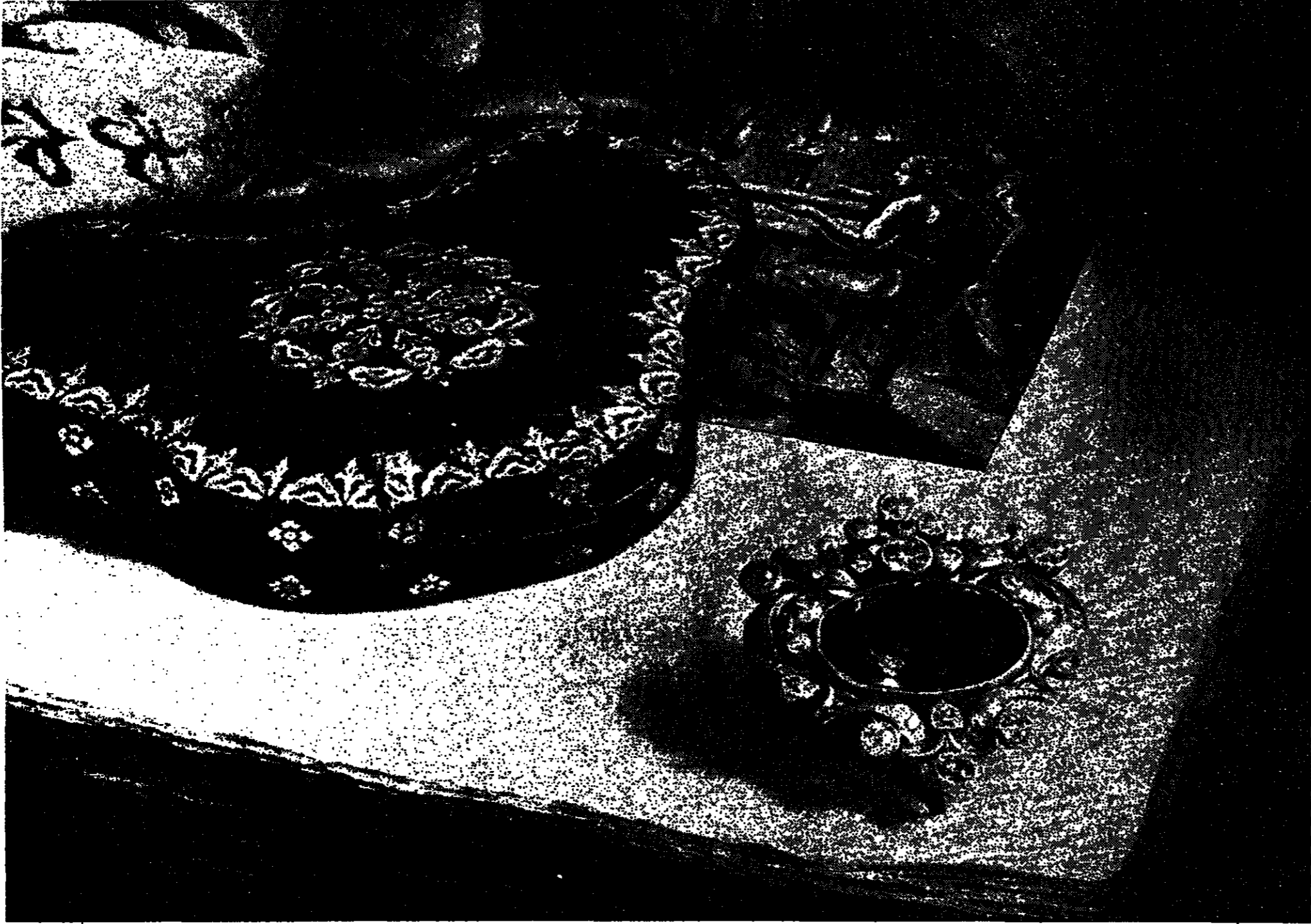
US trade officials later said the new restrictions would be levied against Canadian herring and processed fish shipments to the US, and the value of the exports hit would be decided by the inter-agency panel.

David Owen, editor of Toronto's Canadianist magazine, described the US moves as "negotiating by default" and said the dispute had been simmering for more than two years.

"This is not really a surprise to us," said Mr Rob Morely, executive director of the Fisheries Council of British Columbia.

"They have been threatening for months to invoke this measure - we wondered if they were ever going to do it."

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US to keep curbs on Japan over chips, says Hills

THE US will continue trade sanctions against Japan until there is "firm and convincing evidence" that Japan is opening up its market for imports of US-manufactured semiconductors, Mrs Carla Hills, the US Trade Representative, has said, agencies report.

In a letter to Representative Richard Gephardt (Democrat, Missouri), Mrs Hills also indicated that Japan will be named in an April 30 White House report to Congress as one of the countries that maintain unfair trade barriers to US exports.

A Japanese trade official said the inclusion of Japan's microchip market on a US government list of unfair trade practices was routine.

"The inclusion itself is not news for us," he stated. "What is more important is the judgement about implementation of the 1986 US-Japan microchip agreement."

Mr Gephardt said on Tuesday that Japan's chip market would be on the list, which is called the National Trade Estimate.

The list, which includes nations with alleged unfair trade practices, will be sent to Congress by Mrs Hills on April 30.

The official said Mrs Hills had 30 days after April 30 to target "priority" nations for special negotiations and possible sanctions.

Mr Gephardt said Japan would be added to the list for a year's trade not for its "continued violations" of a 1986 agreement to open its home market to US microchips, and ultimately could face new trade sanctions.

Washington imposed 25 per cent tariffs on Japan's \$2.5bn worth of Japanese semiconductors in 1986, but the Japanese government has refused to give foreign makers market access.

Congressman seeks sanctions over timber trade barriers

A US Congressman yesterday urged the Administration to impose trade sanctions against Japan in an effort to force the lifting of trade barriers that block imports of US wood products worth up to \$1.2bn (£700m) a year, AP-DJ reports from Washington.

"These are strong actions to contemplate," Representative Ron Wyden (Democrat, Oregon) said in a letter to Mrs Carla Hills, US Trade Representative.

"But we believe the record of Japanese restrictions with respect to wood products may be among the most onerous in the Pacific Rim."

Mr Wyden asked Mrs Hills to investigate allegations from the National Forest Products Association that the Japanese use duties, licensing constraints, exclusive distribution arrangements and building code restrictions to block imports of US wood products into their markets.

Mr Wyden said that once the investigation was complete, Mrs Hills could, under Federal law, recommend specific "remedies" to the president.

Recent amendments to the 1974 Trade Act "would then require the president to take aggressive action against these foreign trade barriers, up to and including counter-measures affecting Japanese imports to the US, if a satisfactory resolution cannot be negotiated."

Japan recently refused to reopen so-called "sector-specific" talks on forestry products - talks Mr Wyden said "offered what appeared to be the earliest and swiftest solution to these trade problems."

The National Forest Products Association said that Japanese barriers affect such US products as softwood and hardwood logs and lumber, plywood, veneer, millwork, laminated wood products, woodchips and particleboard.

While \$2.2bn-worth of US wood products were sold in Japan last year, over 70 per cent involved raw materials, the association added.

Japanese groups 'revive Tasmania pulp mill plan'

THE government of Tasmania has received proposals for an export-pulp mill from several Japanese companies, a spokesman said.

The premier has found the Japanese quite interested in a new project, and several companies are keen to make full feasibility studies.

"But they want the (Australian) federal government to issue clear environmental guidelines before they will proceed," the spokesman added.

Most of the proposals include an Australian joint-venture partner.

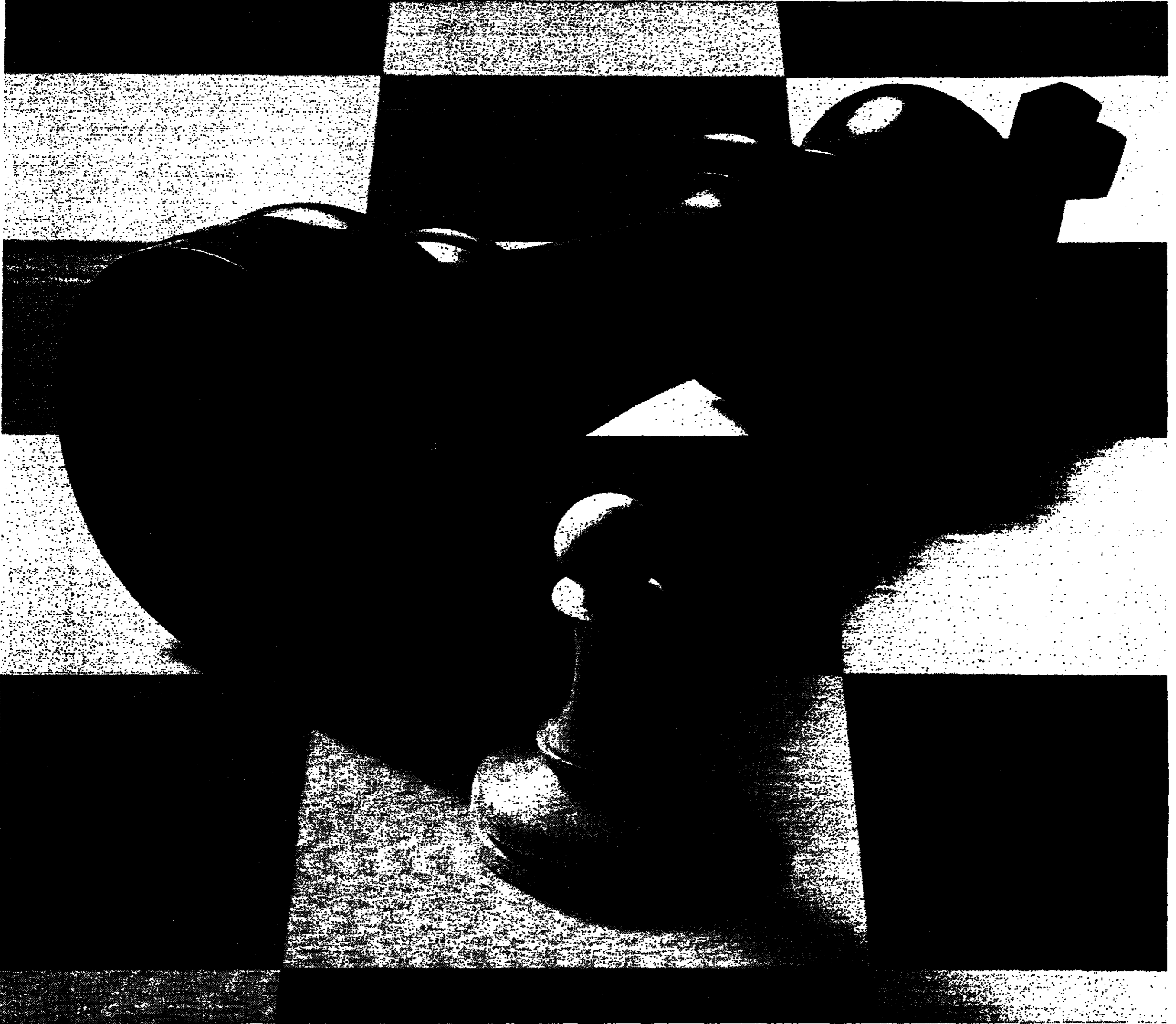
One Japanese company has proposed a \$450m chlorine bleaching mill. The Japanese companies did not want to be named, the spokesman added.

Eximbank backs India loan

THE US Export-Import Bank has approved a \$25m (\$14.7m) loan to the State Bank of India to help finance US export transactions, AP-DJ reports from Washington.

The Eximbank said various companies in India will be able to get sub-loans to cover 85 per cent of their purchases of goods and services from US suppliers, in amounts ranging from \$200,000 to \$5m per transaction.

The State Bank of India, the country's leading commercial bank and one of India's major institutions for promoting economic development, will process the loan applications and guarantee the credits, the Eximbank said.



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UK NEWS

London congestion 'costs industry £15bn a year'

By Rachel Johnson

TRAFFIC CHAOS caused by a dilapidated and inadequate transport system in London is costing British industry £15bn a year, according to a survey on the commercial impact of traffic problems.

London's transport infrastructure is a "major problem" which should be handled by a separate senior minister, according to the Confederation of British Industry (CBI), the employers' organisation.

The CBI criticises the Department of Transport for confused planning and recommends the establishment of a transport task force in London, which should be designated a "transport priority zone."

Six major companies said London operations cost them an extra £20m a year in admin-

istration and delivery costs. They claim annual congestion costs in the capital have been multiplied five times by lost production hours, late arrival of staff, increased fuel consumption, the CBI claims.

Traffic problems add £10.4m to Royal Mail's operating costs and result in a slower postal service, while British Telecom said it would save £7.25m if its vehicles could travel just 1.5mph faster in the London.

Although the supermarket retailer J Sainsbury makes over half its deliveries before 7.30am, traffic jams and low average speeds cost it £3.4m a year. The Marks and Spencer department store group estimates the problems of making deliveries in the capital add a financial burden of £2m a year.

The overall results of the survey show London is 20 per cent more expensive than any other UK city.

London's current "transport deprivation" is a result of decades of neglect, says the CBI.

Among shorter term initiatives, the CBI suggests there should be a crackdown on illegal parking, the reduction of daytime roadworks and deliveries, and more clamping and on the spot fines.

Long-term projects to solve worsening traffic problems include converting under used railway lines and goods yards into roads and car parks, providing a rapid transit service for the Thames, and extending the Docklands Light Railway into Kent.

British Gas chairman to retire

By Lucy Kellaway

SIR Denis Rooke, one of the most outspoken characters in British industry is to retire as chairman of British Gas when his term expires this summer. He is to be replaced by Mr Robert Evans, the 61-year-old chief executive, who has agreed to fill both roles for the next five years.

"In a few days time I shall reach my 60th birthday and shortly will complete 40 years service with the British Gas industry. I have decided that the time has come when, after 13 years, I should relinquish the Chairmanship of this great and successful company," Sir Denis said yesterday.

Mr Evans, who was not well known outside the gas industry, has long been tipped as the next chairman. There had been hopes within City of London financial markets that an outsider to the industry would be found for the position.

He joined the company in 1960 as an engineer, and became chief executive when the company was privatised in 1986.

Mr Evans said yesterday that he planned a "fairly fundamental organisational restructuring of the company which would not be complete when I reach 65, so I have asked for a five year term."

Employees opt out of company pensions

By Eric Short, Pensions Correspondent

MANY company pension schemes in Britain are in danger of withering on the vine through lack of new entrants according to a survey made by leading consulting actuaries, R. Watson and Sons, on the reactions of employers and employees to the new pensions environment.

One of the major changes made as from April 6 1988 in the pension framework was the right of employees to opt or not join their employer's company pension scheme.

R. Watson, the UK's largest pension advisory firm covering 60 per cent of the market by numbers of employees, sought information from over 300 client schemes with nearly 1.5m members and combined assets of around £95bn.

One particular aspect of the survey related to the effect of voluntary membership on numbers in company schemes.

Not surprisingly, inertia on the part of employees was an overriding factor in determining employee attitudes.

By the end of 1988 fewer than 0.5 per cent of employees who were already members of schemes had used their new rights and opted out of membership.

Nearly half the schemes reported no members opting out and only 2 per cent where at least 5 per cent of members had gone all from smaller schemes.

These findings confirm those of previous surveys by the National Association of Pension Funds and others.

However, the survey also found that on average 10 per cent of employees eligible to join the company scheme had decided not to do so.

Indeed, for many schemes, including some very large schemes, the proportion of employees not joining was as high as 50 per cent or more.

The lack of interest in pensions by new employees is far more widespread than previously envisaged.

The refusal to join the company scheme is not arising as a result of employees preferring or being sold personal pensions - less than one-in-ten employees not joining had taken out alternative personal pensions.

The survey shows that the vast majority of employers undertook a mass communications campaign last year to sell the merits of the company scheme to employees.

Cost of hotel room in capital up 7%

THE average cost of a London hotel room last year rose by 7.3 per cent last year to £66.51, says a report on the capital's hotels published yesterday, writes David Churchill.

The report by hotel consultants Pannell Kerr Forster, was based on a survey of 56 hotels of all grades and prices.

It revealed that the level of

room occupancy in the capital last year fell by 5.3 per cent to 77 per cent.

Mr Alan Hopper, managing director of Pannell Kerr Forster, said the survey indicated "clear evidence of visitors downgrading in search for value for money in 1988."

The survey showed that luxury hotels - those costing

more than £130 a night - were hit by the stock market crash in late 1987 and a slump in bookings continued in 1988.

The consultants are optimistic, however, about the level of demand for London hotel rooms this year. "Occupancy is predicted to be high with achieved room rates running in line with inflation," it says.

Management pay rises fall behind directors'

By Michael Skapinker

PAY RISES for managers are trailing those to directors, says a survey issued today by the Reward Group. The basic pay of managers below director level rose by 6.5 per cent in the year to January, it says.

A survey by Charterhouse, the merchant banking and financial services group, last week showed directors' basic pay had risen by 14.3 per cent.

Reward's survey found the level of bonus payments made to managers below board level had fallen. Managers' total pay had thus risen by only 7.5 per cent.

Reward's survey covers more than 25,000 employees, from senior managers, excluding directors, down to first-line supervisors.

Reward said the pay gap between south-east England and the rest of Britain appeared to be widening again after narrowing last year.

Reward Management Salary Survey. Reward Group, Reward House, Diamond Way, Stone Business Park, Stone, Staffordshire ST15 0SD. £100 a single copy, £150 annual subscription for two issues.

Teachers vote for selective pay action

By John Gapper and David Thomas

BRITAIN'S two biggest teaching unions yesterday voted to back selective industrial action from next year in protest at Government constraints on pay, and plans to devolve financial management to individual schools.

The National Union of Teachers voted at its annual conference in Blackpool to back local strikes by teachers trying to protect pay and conditions from the effects of Government plans to devolve financial management to schools.

But the NUT's leadership fought off a motion by left wing members to commit the union to extended strikes this autumn in pursuit of a £2,500 flat rate pay rise. It was defeated by 94,531 votes to 52,942.

The closeness of the vote - seen by NUT leaders as the most important for several years - has thrown the leadership's strategy of moving the union in a more moderate direction into some disarray.

During a passionately

divided debate on pay strikes, the left's pay motion was attacked for risking a haemorrhage of members from the 152,000-strong union and for misreading the willingness of teachers to strike.

The National Association of Schoolmasters Union of Women Teachers (NASUWT) voted at its Eastbourne conference to back industrial action if needed to make the Government fund a higher annual pay increase for teachers next year.

Mr Fred Smith, NASUWT general secretary, said the vote was "a warning shot across the bows" of Mr Kenneth Baker, Education Secretary.

Mr Baker last night criticised the vote as "ill-directed threats of classroom disruption" which would be damaging to teachers' image.

NUT leaders failed by 3,374 votes to defeat a hard-left motion committing its executive to supporting any local strikes over the devolution to schools of decisions over issues such as hiring and firing and incentive pay.

Poll tax may earn Post Office £60m

By Hugo Dixon

THE POST OFFICE yesterday launched a campaign to capture a share of the market for administering community charge payments, which could bring it extra revenues of £60m a year.

Critics of the charge, or poll tax, have said that it will be costlier to collect than the rates, or property taxes, which the new levy will replace in Scotland on April 1 and in England a year later.

Collection costs will be higher since more people will be obliged to pay poll tax which applies, with few exceptions, to all adults rather than just those owning or renting property. Many will not have bank accounts, which will raise the average costs of collecting payments, the Post Office said.

The Post Office claims that it will not be economical for local authorities to set up their own collection systems and that its experience in collecting rates and rent for many local authorities gives it an advantage over rivals such as banks and building societies.

A package of collection services has been prepared by three Post Office subsidiaries - Girobank, Post Office Counters and the Royal Mail - to persuade local authorities to put business its way.

Together, these services will generate extra revenue of about £60m a year, if the Post Office's expectations for Scotland, where the first poll tax payments are due next month, are repeated in England and Wales. The Post Office About 30 per cent of Scots will pay their poll tax at post offices, it estimates.

Local authorities will be able to offer their taxpayers two main options for paying at post offices. The Post Office will recover its administration costs by charging local authorities on each transaction.

County loses third of merchant clients

By Clive Wolman

COUNTY NATWEST, the UK investment banking arm of National Westminster, has lost more than a third of its merchant bank corporate clients in the last year and has slumped in ranking from fifth to ninth according to a survey published today.

The other big losers in Britain's merchant bank league tables, which appear in the latest annual edition of Crawford's Directory of City Connections, have been Morgan Grenfell, whose client list shortened by 20 per cent, and Hill Samuel. It lost 18 per cent of clients and fell from first to third position.

The Crawford's lists are compiled only from companies quoted on the Stock Exchange (including the Third Market) which are UK domiciled with sterling denominated share capital. Joint advisers to a company score only half a point.

The most spectacular gains have been made by Lazard Brothers, which enjoyed a 40 per cent increase in a list of clients, boosting its poll tax position in the table from 12th to eighth, and S.G. Warburg, which rose from second to first with a 10 per cent gain.

Eleven of the top 15 merchant banks suffered a net loss of clients during the year, mainly as a result of increased competition from foreign investment banks such as Goldman Sachs and from new entrants such as James Capel and UBS Phillips and Drew which used to offer only stockbroking services.

County NatWest's decline can be traced to the organisational difficulties it has faced during the last 2 1/2 years following its over-ambitious expansion into the securities industry and inadequate financial controls.

The biggest losers during the last year have been Shearson Lehman Hutton which lost 40 per cent of its clients and fell from 11th to 14th position.

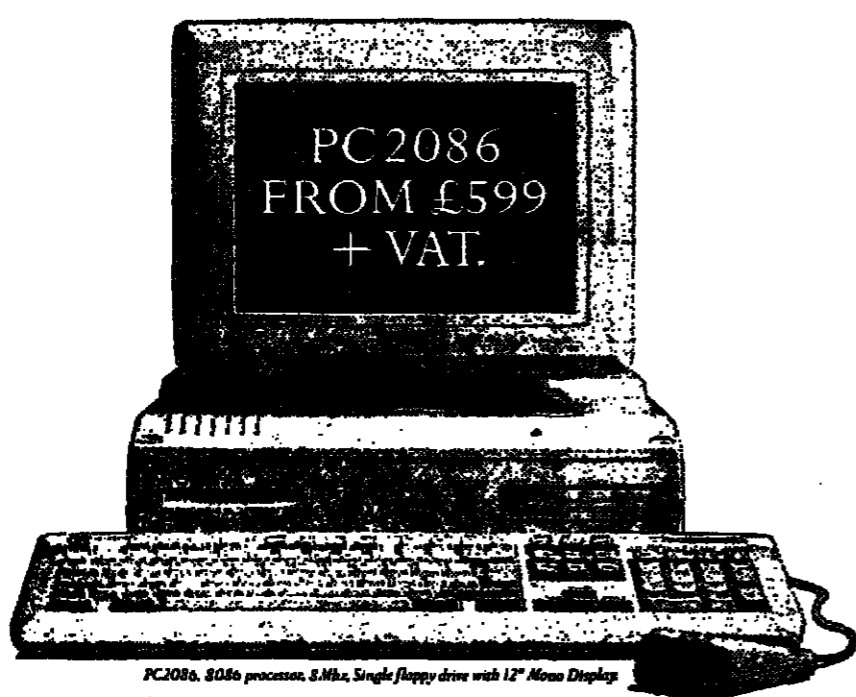
Hill Samuel lost many of leading corporate finance staff at the time of its acquisition by the US in the autumn of 1987. Its former position as the merchant bank with the largest number of clients in any case overstated its importance as its clientele is heavily concentrated among small and medium sized companies.

By contrast, Lazard's strategy of eschewing acquisitions and large-scale diversifications has allowed it to strengthen its team in its core corporate finance activities and project an image of independence.

In corporate stockbroking, Cazenove has retained its dominant position. But Rowe and Pitman, a subsidiary of the Warburg group, and de Zoete and Bevan, a subsidiary of Barclays de Zoete Wedd, have both narrowed the gap.

The increase in the stockbroking clientele of County NatWest is the result of its merger with Wood Macauley which brought with it 33 corporate clients. The rise of James Capel, the top stockbroking research firm, as a corporate broker was boosted by the winding up of the corporate stockbroking activities of Greenway, Montagu, with which it has an ownership link.

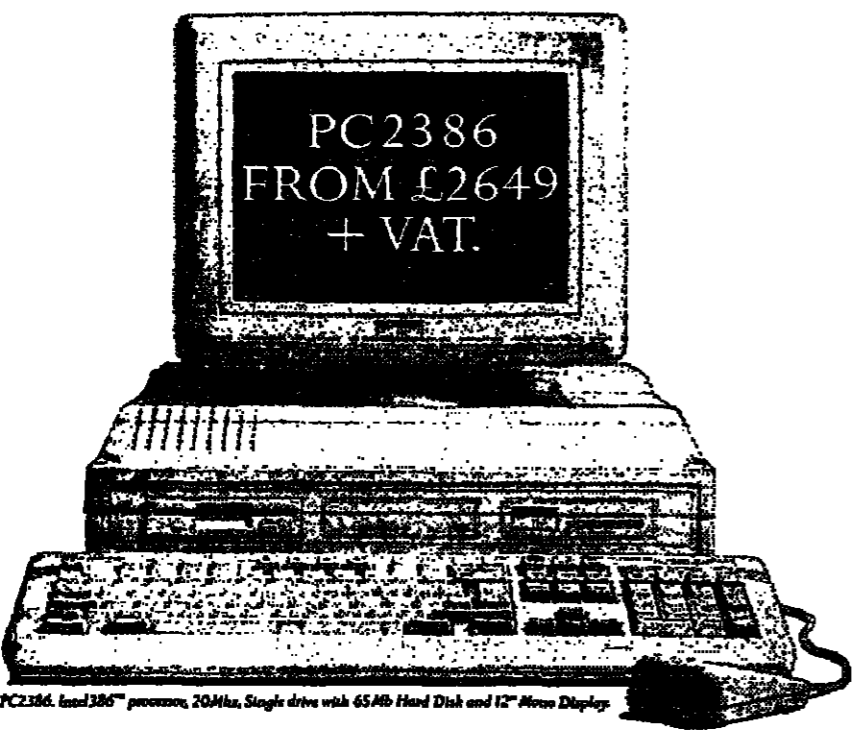
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UK NEWS

Personal savings decline to lowest level since 1956

By Ralph Atkins, Economics Staff

THE PROPORTION of income saved by the UK personal sector fell to its lowest level since 1956, according to official statistics released yesterday.

Growth in consumer spending outstripped increases in income to continue a decline in the savings ratio since the early 1980s, figures from the Central Statistical Office (CSO) in London show. However, the ratio picked up slightly in the last three months of last year. Other CSO figures showed that profits of non-North Sea oil companies grew by a fifth last year. This was accompanied by exceptionally strong dividend payments, which in turn fed through to boost personal incomes.

Gross trading profits of North Sea oil companies, however, fell 19 per cent in the last three months of the year and were 36 per cent lower than in the corresponding period a year before.

Together, the figures underline the buoyancy of the UK economy last year with both incomes and profits rising rapidly. In spite of the steep rise in interest rates, growth is likely to continue into the early part of this year.

Mr Kevin Gardner, UK economist at Warburg Securities, said: "There is a lot of momentum out there and it is extremely difficult to see it dropping overnight."

Personal savings as a proportion of after-tax incomes fell to 4.1 per cent, down from 5.6 per cent in 1987 and the lowest since 1953. In the fourth quarter the proportion stood at 4.1 per cent, up from 3.1 per cent in the previous three months.

The CSO said past figures for the savings ratio have been revised sharply upwards, largely because of revisions to figures for wages and salaries. Previously the ratio had been

CONFIDENCE among businessmen about the Government's handling of the economy has slipped this month, according to an opinion poll published in Business magazine, writes Ralph Atkins.

The March survey of 600 senior executives in large non-financial companies shows 64 per cent said they were satisfied with the way the Government is running the economy. That compared with 72 per cent and 74 per cent in January and February.

Optimism about the economic outlook has also weakened, although it remains higher than in polls covering the public. In March, 36 per cent of the businessmen said they thought the economy would improve in the next 12 months and 27 per cent thought it would worsen. That compared with 41 per cent and 22 per cent respectively in February.

shown as falling to 1.3 per cent in the third quarter.

The savings figures, calculated as the difference between personal disposable incomes and consumer spending, are treated with scepticism by most economists because of large inaccuracies in national financial accounts, although the trend is rarely disputed.

Real personal disposable incomes, after deducting taxes and social security contributions, increased by 5 per cent last year. That was the fastest growth rate since 1978, highlighting the rapid growth in living standards.

Gross trading profits of non-North Sea industrial and commercial companies fell by 6 per cent in the fourth quarter of 1988.

Tabloids run a paperchase on the scent of scandal

By Raymond Snoddy

IT MAY have lacked some of the historic significance of Stanley's discovery of Livingstone but there was great rejoicing yesterday among Britain's national tabloid newspapers that Pamela had been FOUND!

The worldwide search for Pamela Bordas, who hit the headlines as the part-time House of Commons researcher who allegedly boosted her income as a high-class call girl, has ranged everywhere from Paris to Portugal, the US to Indonesia.

It was The Sun - Britain's biggest selling daily tabloid - which finally ran the former Miss India to earth at the weekend "on steamy Bali, a jungle-covered Indonesian isle in the Indian Ocean."

Pamela, who disappeared after reportedly talking newspapers she could bring down the Government with her tales of scandal in high places, was dis-

covered by a Sun promotions executive on holiday with his girlfriend in a mountain village.

Mr Andrew Kitching saw the lady across the restaurant, spoke to her, a very few words were exchanged and he took a quick few snaps.

"He blew it for The Sun. He should have followed her, found out where she was staying and then called in the professionals," said Mr Brian Eitchen, editor of The Daily Star, a paper with some experience of finding missing persons.

Earlier this week the Star "found" the skeleton of the missing Lord Lucan - except that it turned out to be the remains of a woman.

Before The Sun managed to get its SUN WORLD EXCLUSIVE on the streets the word had started to seep out and cricket correspondents in Singapore covering Ian Botham's return to the game were dispatched to Bali.

Mr David Montgomery, editor of Today said: "If she's going to come out of hiding and is willing to negotiate its better to have someone on the ground even if it's the cricket correspondent."

Today - part of the Murdoch stable of papers along with the Sun - splashed with a Pamela story under the by-line of Graham Otway in Bali. Inside the paper Graham Otway, was still in Singapore with Ian Botham.

The Star offered its readers an unashamed spoiler with little new information, the Daily Mail did not pretend to have an exclusive and the Daily Express carried the word "exclusive" in such small type it clearly didn't believe it was that exclusive.

The oddest story of all was in the Daily Mirror which appeared to have the strangest, most definitive Pamela quotes even though the two reporters covering the story, Frank Thorne and

Ramsay Smith, strayed no further than the Mirror's London headquarters.

The Mirror reported: "She said: I'm in fear of my life and I am keeping on the move."

"When the scandal first broke I was happy to stay in London and dodge the press. But then came the face-to-face threat that forced me to change my mind."

"They are third party quotes," said Brian Vine, managing editor of the Daily Mail who had run a practised eye over the story.

Mr Vine said the Daily Mail was chasing the story as a political story and not a kiss-and-tell story. "It's just a pack of tabloid papers chasing each other's ass," he added dismissively. Meanwhile The Sun yesterday promised "lots more" today from the steamy hot jungle.



"Pamela Bordas, I presume," according to Britain's tabloids.

Driver error caused fatal train collision at Purley

By Kevin Brown, Transport Correspondent

DRIVER ERROR caused the train collision in south London which killed five people and injured 87 earlier this month, British Rail told a public inquiry yesterday.

Mr Robert Morgan, the driver of an express train from Littlehampton to London, was seriously injured when his train collided with a slow train at Purley, south London.

Mr David Burton, deputy general manager of BR's Southern Region, said an internal inquiry had found no malfunction in the braking equipment or warning system on the Littlehampton to Victoria train.

There was no fault with the signalling equipment. Human error had been responsible for the accident, he said.

Labour Party initiative to reduce world debt

By Tom Lynch

INITIATIVES to tackle the world debt crisis, including reducing multilateral aid and increasing British aid, have been proposed by Mr John Smith, the opposition Labour Party's chief Treasury spokesman.

Speaking to the Overseas Development Institute and the Royal Institute for International Affairs in London last night, Mr Smith proposed a new international financial body, capitalised by creditor

governments, to offer fixed interest bonds against which commercial banks could exchange at a discount some of their loans to developing countries.

Ahead of next week's spring meeting of the International Monetary Fund and the World Bank, Mr Smith argued it was inevitable that public funds would be used to help the commercial banks - taxpayers were already giving relief to

employment - and said that his scheme would reduce the burden on debtor nations, stimulate development and trade and improve the banks' balance sheets.

Equity swaps and other financing options would not restore the creditworthiness of the Third World. "Balance sheet tricks are no substitute for gaining extra real resources for investment," he said. Instead, a "co-operative and

explicitly political solution" to the debt crisis was needed, involving a bargain between private and public debtors and creditors to achieve debt reductions that would boost trade.

Mr Smith said "the weary treadmill of austerity and rescheduling" would expose Latin America to an economic write-off of Latin American liabilities, calling instead for a case-by-case approach based on phased debt reduction.

Securities watchdog to announce rise in fees

By Richard Waters

THE Securities and Investments Board, the umbrella regulatory body in UK financial markets, will today announce fee increases which will push up the costs of regulation significantly for many investment businesses.

The rises, which are paid by the self-regulating organisations (SROs) and recognised professional bodies and passed on to their members, result mainly from a failure by the Board to anticipate the costs of enforcing the Financial Services Act - the legislative framework which set up the City of London financial market's self-regulatory regime.

The costs of investigating firms and keeping a central register of investment businesses, has exceeded expectations, the SIB said.

The three chartered accountancy bodies, which regulate 8,000 accountancy firms involved in investment business, face some of the steepest rises. Fees charged to their members will rise by 44 per cent.

This follows a 136 per cent increase in the last two years in the fees they pay to the SIB.

The fee for an accountant in business alone and engaged in the lowest category of investment advice will have increased from £180 to £260 a year.

Members of the Life Association and Unit Trust Regulatory Organisation (Lantro) are likely to face a rise of smaller proportions, although Mr Malcolm Reed, its chief executive, declined to put a figure on the rise yesterday.

The fee which Lantro pays to the SIB will rise from £1.5m to £2.5m a year, which suggests a substantial increase in the overall costs of the organisation.

The rise in the Lantro bill in part represents a reallocation of the costs of regulation between it and the Financial Intermediaries Managers and Brokers Regulatory Association (Fimbra).

Fimbra argued successfully that the costs of regulation should fall more heavily on its members, which as producers of financial "products", could pass the cost on to consumers, rather than on its own members, which are left bearing the extra costs themselves.

Fimbra said yesterday its members faced fee increases this year of under 10 per cent.

Cost increases faced by members of other regulatory bodies will vary and differ in some cases from suggestions set forward in a consultative paper at the end of last year, the SIB said.

Brewers reject monopoly charges

By Lisa Wood

A MEETING of more than 90 UK brewers in London yesterday ended with unanimous rejection of the recent Monopolies and Mergers Commission claim that a complex monopoly existed within their industry, but apparently without a clash between smaller and larger brewing companies.

There had been speculation before the meeting that those brewers which had publicly expressed any favourable opinions towards the report - in particular the regional brewers - may find themselves in conflict with their larger brethren.

The report's recommendation, for instance, that no brewer should own more than 2,000 pubs would mean that big brewers would have to divest pubs. It was interpreted by some smaller regional brewers, however, as offering opportunities for growth.

In the event, though the meeting behind the closed doors of the Brewers Society, was generally low key, according to one participant. "It would be disappointing if further meetings produced the same results," he said.

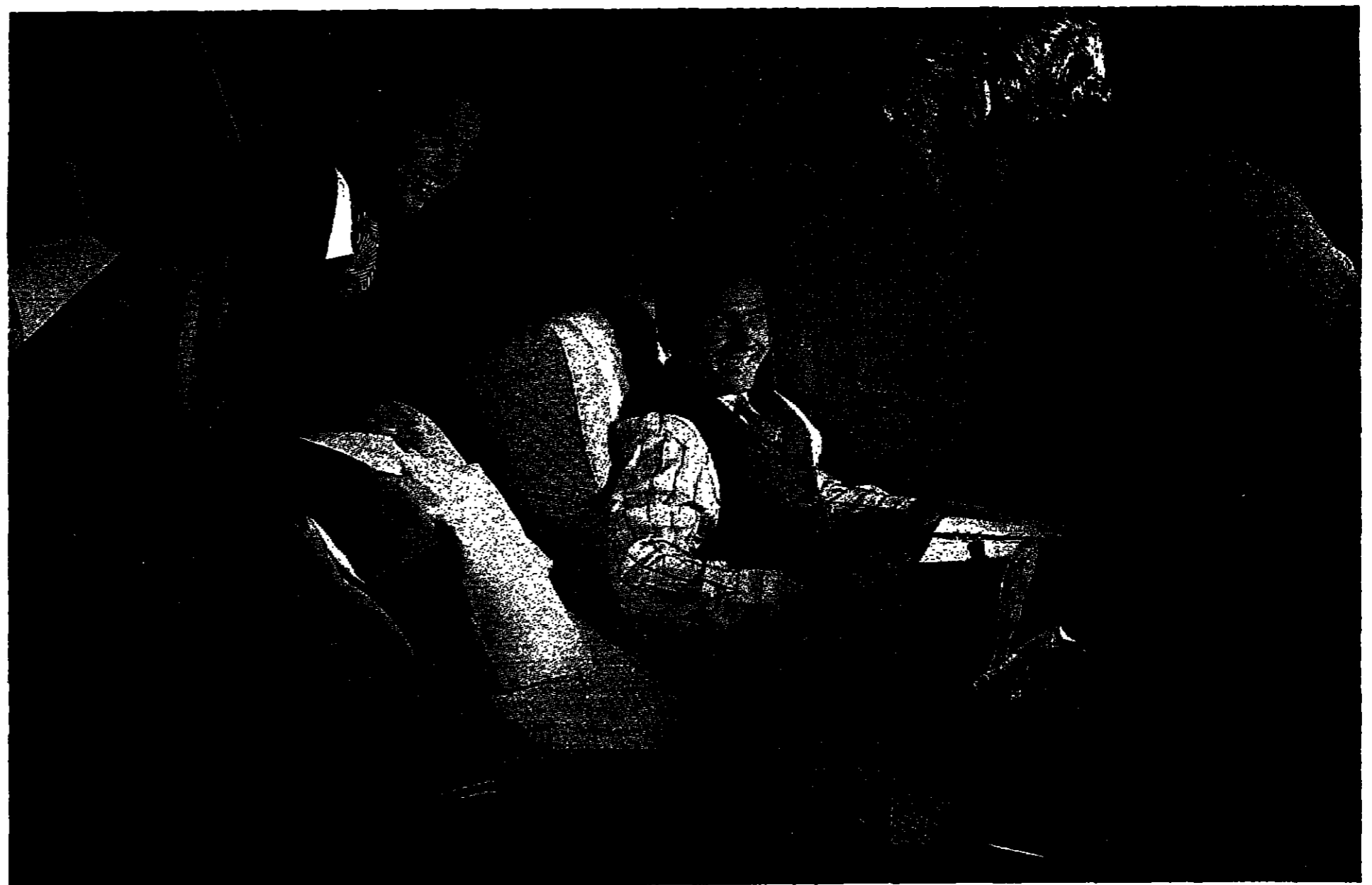
"There was no great action plan about the report, rather a report by the Society's legal and economic people, some comment by brewers as to how the report affected them, a series of questions and agreement on a hand-out press release. Two regional brewers, Wolverhampton & Dudley, from the Midlands and Greene King, in south east England, pointed out that some recommendations suited them better than other brewers.

One participant suggested that the small brewers should have the opportunity of meeting at the Society without the big brewers being present - not because of any conflict between them, but so that they could feel free to voice particular concerns.

Among the MMC's recommendations is that all pub tenants have the right to sell one draught beer of their choice. Many regional brewers fear that this could result in their tenants taking the nationally advertised and competitively priced brands of the big brewers.

Brewers, said the Society, unanimously rejected the MMC's finding that a complex monopoly existed within the industry and that it operated against the public interest. This finding, said another participant, had caused the industry a lot of "hurt feelings." Meetings within the brewing industry will continue during the next few months as a collective response to the report is decided upon.

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BUSINESS LAW

Growth in international trade law

By A.H. Hermann, Legal Correspondent

The fate of Minoro's £2.2bn bid for Consolidated Gold Fields seems to be squeezed between the timetable of the London Take-over Panel and the travel programme of a judge at the Federal District Court in New York.

Meanwhile, the British creditors of the insolvent International Tin Council are reported to be ready to accept £225m in settlement of \$500m, denied to them so far in English courts, while the member states discuss in Geneva how to continue trading without any fear that they could be disqualified from doing so by the quasi-criminal bankruptcy of their London operation.

At the same time the European Court in Luxembourg is considering a complaint of Hoechst and Dow, the two leading chemical groups, that by its dawn raids and enforcement fines, the EC Commission infringed not only Community rules but also the companies' "human rights" by making searches of their premises without a court warrant - one of the Court's Advocate Generals already having concluded that the complaint ought to be rejected.

These three examples of the mess in which the public branch of the international trade law finds itself at present, have been selected solely for their topicality. Law reports are full of other, possibly better, examples. It all makes rather depressing reading. The statesmen and stateswomen simply do not want to hear that the globalisation of trade calls for a globalisation of trade law.

The private branch of international trade law, however, seems to be doing somewhat better and those thirsting for some good news should read - or at least peruse - Clive M. Schmitthoff's recently published *Select Essays on International Trade Law*. This well produced book of 800 pages is heavy to lift but easy to read. It is the harvest of 50 years of writing and teaching business law, a subject to which Professor Schmitthoff gave an academic distinction of its own.

In contrast to the US, where "business law" often means traditional commercial law presented in a simplified form for better understanding by businessmen without legal training, Schmitthoff's *Journal*

of Business Law has been lending the term a much wider and livelier meaning since 1957 - that of a more sophisticated but always understandable discussion of the interaction of law and commercial practice.

Under another name, such rejuvenation of traditional commercial law by an injection of the creative forces of practice and custom led in the US to the drafting of the Uniform Commercial Code (UCC), a model law formulated by the private effort of lawyers but to the French Code de Commerce, by States throughout the Union.

Although commercial law, as developed from the practices of merchants in international trade, had been incorporated into common law by Lord Mansfield, the Scottish lawyer who was Lord Chief Justice from 1756 to 1788, the insularity of English legal practitioners prevailed and the development was discontinued. As a result, the UK has no parallel to the French Code de Commerce of 1807, or the German Handelsgesetzbuch of 1861, and nothing, of course, like the more advanced UCC. The internationally important Commercial Court, a division of the High Court in London, still works through a morass of precedents, often contradictory and always of disputable applicability, thereby exposing parties to a London arbitration clause to long drawn out and costly suffering.

To anyone depressed by this state of affairs, Schmitthoff's *Select Essays* will open a more cheerful and optimistic vista. Tracing the development of "export law" - a term he used as the title for his standard work, now translated in the languages of all great trading nations - Schmitthoff wrote in 1984 that its development over the preceding 50 years reflected the technical revolution of transport and telecommunications, as well as the growing interdependence of the countries of the world. This is a fact.

But when he writes: "We are creating today a world-wide new merchant, a new *lex mercatoria*, common to all countries of the world, to those of free market economy in the West and planned economy of the East, to highly industrialised countries and those in the course of development," he is

describing the efforts of jurists and international organisations to formulate internationally acceptable trade laws, rather than the legislative acts of states and decisions of courts.

True, the Incoterms of the International Chamber of Commerce, and its Uniform Rules and Practice on Documentary Credits, now enjoy an almost universal acceptance, though they can be made binding only by a suitable reference to them in the contract.

In addition, the United Nations Commission on International Trade Law (Uncitral) and the International Institute for the Unification of Private Law (Unidroit) have done a tremendous amount of useful work and some of the conventions these institutions have drafted have been signed and ratified, though not always so as to give them the force of law. But the Hague-Visby Rules on Bills of Lading, sponsored by the International Law Association, have been enacted in the UK by the Carriage of Goods by Sea Act 1924 as mandatory law, overruling differing provisions which the parties may have included in a bill of lading.

Either then following the logical structure of the French codifications, these drafts and conventions are mostly arrived at by the empirical method, used by UK's partial codifications, such as the Bills of Exchange Act 1889 (revised in 1978) and the Marine Insurance Act 1906, and by the UCC in the US.

This is a method nearer to the spirit of common law. A gradual progress of work from special unification projects to more general, makes Schmitthoff foresee a third stage, the adoption of a code of international trade law in not too distant future. May he be right! But in the meantime, a formulation of trade terms, to be adopted by parties in their contracts, may serve as a modest substitute.

Schmitthoff sees the basis of the new law merchant, independent of national laws, in the freedom of contract, in the basic rule common to all systems of law, that agreements freely entered into must be observed, and in the possibility of resolving disputes by arbitration free to follow international custom and practice and not bound to observe

national laws, but enforceable by them.

Such independence of arbitration from national laws has not been achieved completely anywhere, and not at all in the UK, where arbitral awards can be appealed to the courts on issues of law. A significant advance can be seen in the recent acceptance by the Court of Appeal that arbitrators appointed under ICC rules may decide disputes according to general principles of law if this is what the parties wanted.

As to the freedom of contract, the other root of the law merchant, there are, of course, mandatory limits to the free choice of law which are discussed by Schmitthoff in an essay on Limits of Party Autonomy. But one must also be aware of the constant encroachment on the freedom of contract by national laws designed to protect either the weaker party to the contract - in consumer contracts, private insurance, or investor protection for example - or third parties and public interest.

Such laws for the protection of public or third party interests are getting more numerous, more wide ranging - and more apt for abuse for purpose.

All three topical examples of legal problems detracting from the safety and predictability of trading operations originate in conflicts of regulatory activities with international business. Whether the authorities agree to protect competition, as in the case of Community dawn raids, or to protect artificially high prices against competition as in the case of tin, or disagree on the desirability of anti-trust action as in the case of Minoro's bid for Consolidated Gold Fields, they always succeed in creating much unnecessary muddle and uncertainty.

There is a great need for unification of private international trade law and Schmitthoff's essays provide a wealth of information and stimulating ideas about how this could be done. But the business community ought to exert greater pressure than it does at present for international harmonisation of product liability, securities and competition.

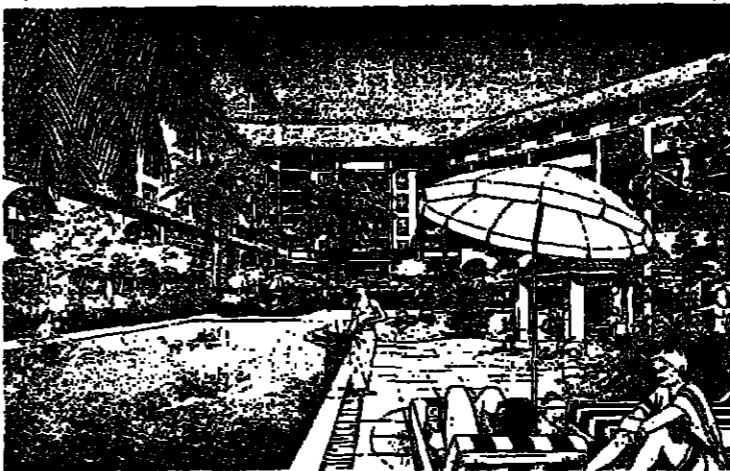
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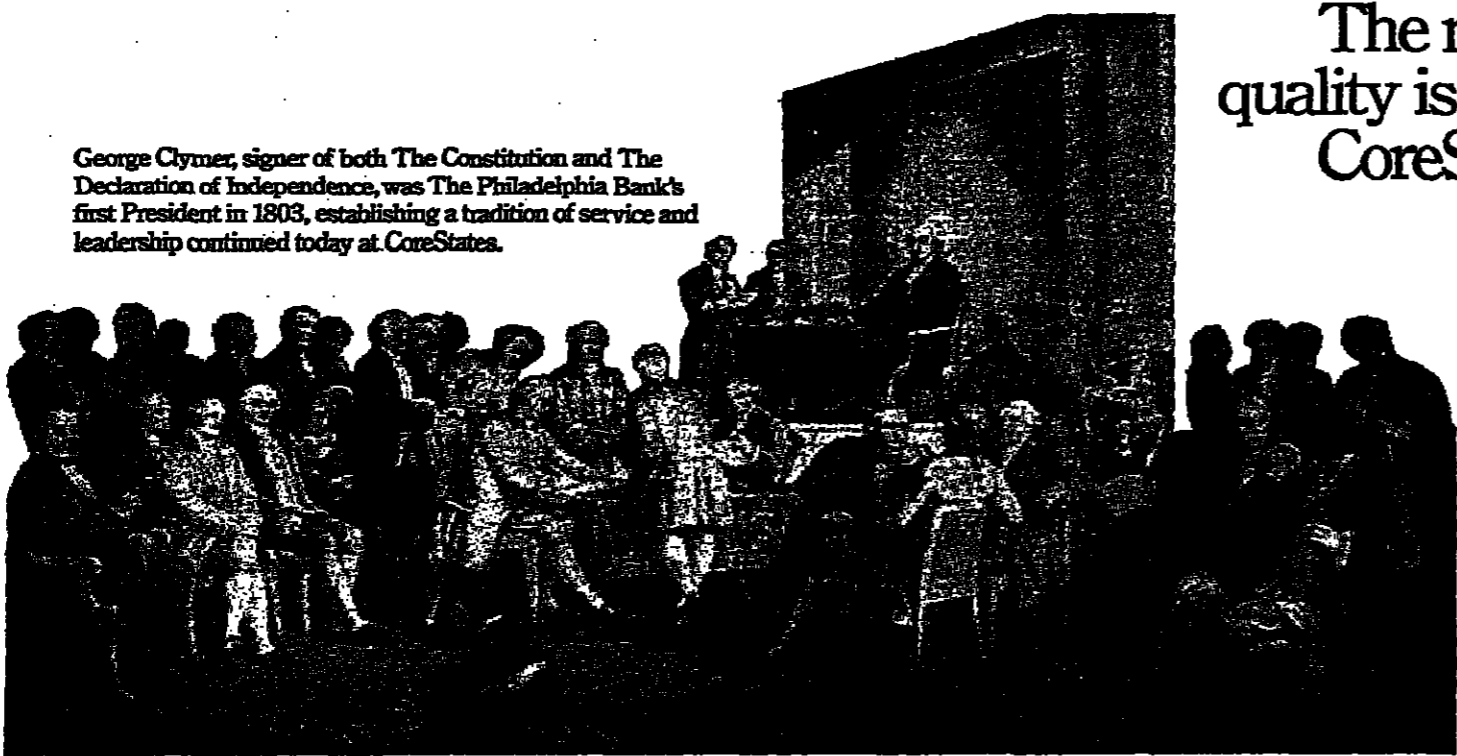
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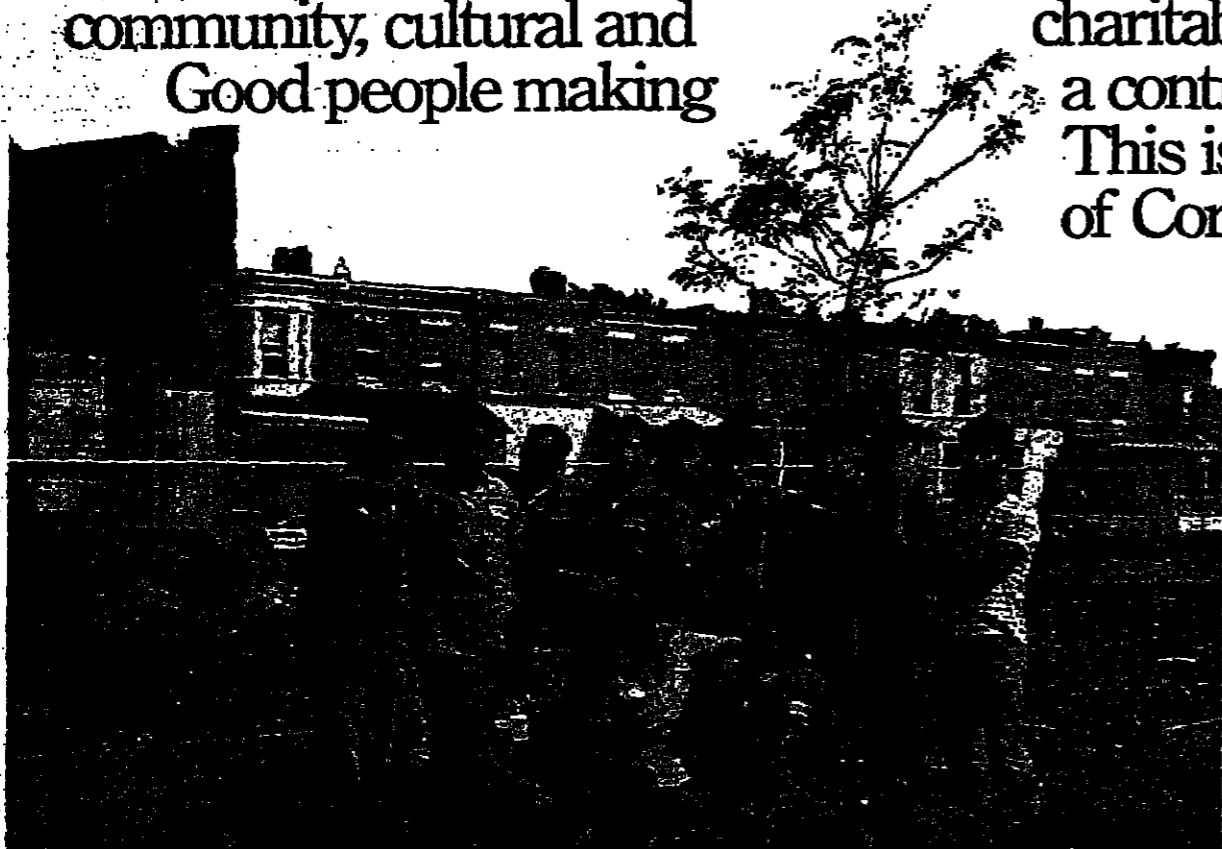


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MANAGEMENT

UK design

A cottage industry gaining maturity

By Alice Rawsthorn

A month ago Woolworth, the retailing group, prepared to announce its new corporate identity. It expected the announcement to be an antidote to the Kingfisher or Kingfisher as it is now called, was accused of everything from pretentiousness to profligacy.

As the brouhaha over Kingfisher demonstrates, design is still far from popular with the public. Yet, popular or not, the design business is booming. The latest annual survey by DesignWeek, the trade magazine covering the industry, shows that the UK's 100 biggest design companies increased fee income by 50 per cent for the second successive year - to £450m in 1988.

The survey has been carried out in an attempt to map the design industry, which includes companies involved with commercial architecture as well as corporate identity, retail, product and packaging design.

The fragmented structure of the industry and proliferation of small companies means that accurate data is notoriously difficult to find. DesignWeek bases its survey on information provided by the UK's 100 biggest design companies. Some companies - notably Landor, the US consultancy which is using London as a base for its European business, together with Y&R and the Company of Designers, the publicly quoted building design group - did not disclose fee income and have been excluded.

Although design is still a cottage industry, there are indications that it is becoming more mature as it polarises between a number of big, powerful groups and hundreds of tiny enterprises. There are now more than 80 design companies with fee income of over £1m, according to DesignWeek.

Building Design Partnership, the biggest of all, mustered £50m with a workforce of 1,438 last year.

Another indication of maturity is that the industry appears to be more efficient. The 100 biggest companies increased the number of qualified designers employed by 37 per cent to just under 7,000 last year. Hence the increase in design staffing fell well below

Design Group	1988 Design Fee Income £m	1988 Overall Turnover £m	No of staff	Number of qualified designers	Fee income per designer (£)	Disciplines offered
1. Building Design Partnership	50.00	-	1,438	976	51,229	BDEFJG
2. WPP Group (design divn)	41.48	60.70	895	588	70,544	ABCDEFHJ
3. Michael Peters Group	26.50	34.00	720	310	85,483	ABCDEFJ
4. Fitch-RS	20.00	20.00	500	350	57,142	ABCDEFHJ
5. Siegel & Gale (Satchi)	14.50	17.20	235	145	100,001	ABCDEFJ
6. Holmes & Marchant Design Gp	14.10	23.48	241	175	80,000	ABCDEFJ
7. Addison	14.10	21.00	302	170	82,500	DEJ
8. Aulvert Associates	9.51	9.12	270	140	65,500	CFJ
9. Cambridge Consultants	9.20	11.20	265	180	51,111	ABCDEFJ
10. Percy Thomas Partnership	9.10	11.00	320	210	43,333	ABCDEFJ
11. Pentagram	8.50	8.50	126	82	103,658	ABCDEFHJ
12. Conran Design Group	8.40	8.49	210	90	89,333	ABCDEFHJ
13. Imagination	7.80	23.50	170	61	127,869	ABCDEFJ
14. Thomas Saunders Partnership	7.70	7.70	180	66	118,461	DE
15. Wolff Olins	7.40	12.50	170	66	113,846	ABDE
16. Claessens Consultants	5.50	5.50	112	37	148,648	AC
17. Design in Action	5.10	7.80	101	71	71,830	ABCDFJ
18. Leslie Jones Architects	4.90	4.90	154	84	57,142	ABCDEFHJ
19. Minale Tattersfield Partners	4.75	4.75	70	58	81,034	ABCDFGH
20. Newbury-Davis Weeks Associates	4.50	6.50	130	45	100,000	ADE

Key: A = Corporate Identity; B = Product; C = Packaging; D = Interiors; E = Architecture; F = Product; G = Furniture; H = Textiles; I = Retail; J = Other, including exhibitions, book publishing, print of sale, computer graphics, television graphics, engineering.

that of fee income. Jeremy Myerson, editor of DesignWeek, attributes this apparent improvement in productivity partly to increased efficiency and partly to greater use of overtime and the shortage of qualified designers.

Every area of design was buoyant in 1988. Architecture benefited from the upsurge in commercial property development, especially in London and the south east, although the UK companies now confront intense competition from the US consultancies - like Skidmore Owings Merrill and Swanke Hayden Connell - that have moved into the UK.

One feature of the industry last year was the acceleration of the trend for big architectural groups, like BDG, to diversify into different disciplines such as graphics and interiors.

This trend has, however, been accompanied by a tendency for "pure design firms", like Fitch and Michael Peters, to increase their involvement with architecture.

Retail design also prospered last year. It was still in the throes of the retailing boom that has come to a halt with the recent slowdown in consumer spending. This sector is still dominated by the large companies, like Fitch and McColl, now part of the WPP Group.

Yet smaller consultancies also made their mark in 1988. The work of David Davies

Associates, on schemes like its own Davies shop in London, and Rashied Din, for Next's new Department X fashion store, ensured that the UK is in the forefront of retail design. Product and packaging design benefited from the continuation of the same trends - the increased sophistication of consumers and more complex marketing strategies - that have boosted demand during the 1980s.

The larger companies in these areas increased their involvement in overseas projects thanks to the restructuring of the consumer goods industries and realignment of marketing programmes in the approach to the introduction of the unified European market in 1992.

Similarly the corporate identity consultancies benefited from the wave of bids and buy-outs that has fuelled demand for new company names and logos in the 1980s.

The corporate identity process was also moved into new areas - such as the public sector - with Wolff Olins' work for the Metropolitan Police and Lloyd Northover's involvement with the Department of Employment.

Just as the large US companies are becoming more aggressive in architecture, so they are gathering force within the corporate identity sector. Siegel & Gale, the New York con-

sultancy which is the spearhead for Satchi & Satchi's international design network, took fifth place in the DesignWeek survey thanks to its involvement in significant projects such as BP's recently unveiled corporate identity programmes.

The emergence of the US consultancies as forces in the UK has been mirrored by the expansion of the big British groups into other countries. WPP reinforced its role as the world's biggest "pure design" business - and took second place in the survey - by buying Anspach Grossman Portugal, the New York corporate identity consultants in early 1988.

Michael Peters augmented its international interests by buying Hambrecht Turrell, one of the largest US retail design companies last year. While Fitch expanded into US product design with the acquisition of RichardsonSmith, Wolff Olins, Minale Tattersfield and Conran Design Group also established overseas offices during the year.

The design industry is deeply divided over the merits of international expansion. Some consultancies claim that they have to create international networks in order to compete in the burgeoning global design market. Others argue that international networks produce bland work and are incompatible with the culture of a craft-based industry

like design. Some of the international networks have already floundered. WCRS, the international advertising agency, recently sold Saunders, its UK design company, after a fall in profits from its recently acquired design interests. Addison Consultants, now facing the threat of a takeover bid, has had difficulties with its design businesses in the US.

In the meantime the outlook for the UK design industry is slightly less certain than in the past two years of apparently effortless growth. The 100 biggest firms forecast fee income growth of 30 per cent in 1989, according to DesignWeek. Yet the outlook is likely to vary from sector to sector.

Commercial architecture could be hit by the recent rise in interest rates, while retail design seems almost certain to suffer from the present problems of the retail sector. Yet the structural trends that have fuelled demand for product, packaging and corporate identity design in recent years show no sign of slowing down.

Even the more vulnerable areas of the industry, like retail design, should be able to depend on their burgeoning business in Europe and the growing awareness of design's potential as a management discipline to counter any downturn in demand.

All in all the UK design industry seems set to enjoy yet another year of growth.

Product development

Time for management to get a proper grip

Christopher Parkes examines the findings of a UK study

New product development is a costly, crucial and risky part of a consumer goods manufacturer's daily business, and yet top management takes remarkably little active interest in the process.

Most senior executives limit their role to that of a hurdle at which a carefully groomed idea either noses into oblivion or over which it bounds onward into the marketplace.

In an environment in which fewer than one in three truly new consumer products survives for more than two years, with even the failures absorbing some £7m during their brief lifetimes, it is time for someone to take a grip.

These are the main conclusions of a report by GAH, a London-based consultancy set up two years ago by a trio of strategy experts from McKinsey and Boston Consulting.

The list of charges against management is long and damning, and strong evidence is presented to support the report's pivotal contentions: "New product development represents a major strategic investment for most consumer companies - and one which generally underperforms. The probability of success is unacceptably low in many areas."

The group tracked almost 3,500 new product launches in Britain between 1982 and 1986, and as well as the poor survival rate found that even fewer introductions succeeded in recouping their investment costs. It cited cases from the US where only 1 per cent of new food products ever achieved annual sales of \$15m.

For a typical British example, the group took a new food product with target sales of \$15m at retail prices two years after launch. This would usually absorb \$7m investment in the first two years - a sum which would take nine years to pay back on a discounted cash flow basis.

The cumulative costs - and the risks - are increasing as more companies scramble to get new products to market. Launches into the food business, for example, increased by 76 per cent during the study period.



The group found six main management deficiencies:

- Few companies integrate new product development into their overall business strategy.
- In such businesses, the principal driving force is consumer-led creativity. This produces a series of concepts which are then evaluated according to potential sales and margins.
- The resulting products may on occasion be individually successful. They are, however, unlikely to provide the ideal fit with the company's overall business strategy," the report says.
- Lack of effective direction from the top level. Product development in most companies is driven by individual managers' interests, which nurtures a tendency to undertake development in all areas rather than focusing effort on sectors which are most important and attractive to the company itself.
- This can in turn lead to a project-by-project approach, when the report says, new product work would be more effectively managed in an integrated portfolio. Processing ideas singly leads to the situation where top management typically becomes involved only when a project is at a stage where requests have to be made for funds. It is at this point that the most senior people make their evaluation - usually on strict financial grounds - and either bring the project to a dead stop or send it


forward to an uncertain future. While this is an important management function, the report says, it leads to failure to address certain key issues: taking no account of how an idea fits overall development requirements. It also leads to failure to assess total NPV investment in terms of management time as well as hard cash. Managers tend not to ask how investment is spread between different product areas, high- and low-risk projects, nor whether contributions from departments outside marketing and R&D are being effectively harnessed.

Management can start to address these issues, the study suggests, by establishing a new product development portfolio within which all projects can be evaluated in all ways and from all points of view. "Our experience is that companies which manage their development at portfolio level have a much better control over this key area of investment, and tend to reap a superior return on it," the study says.

Few companies even consider involving customers in their programmes. But, the report says, involving the customer - which usually means the retail trade - can be helpful. It can produce suggestions for improvement and also smooth the new product's route into the market.

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Henderson on success.

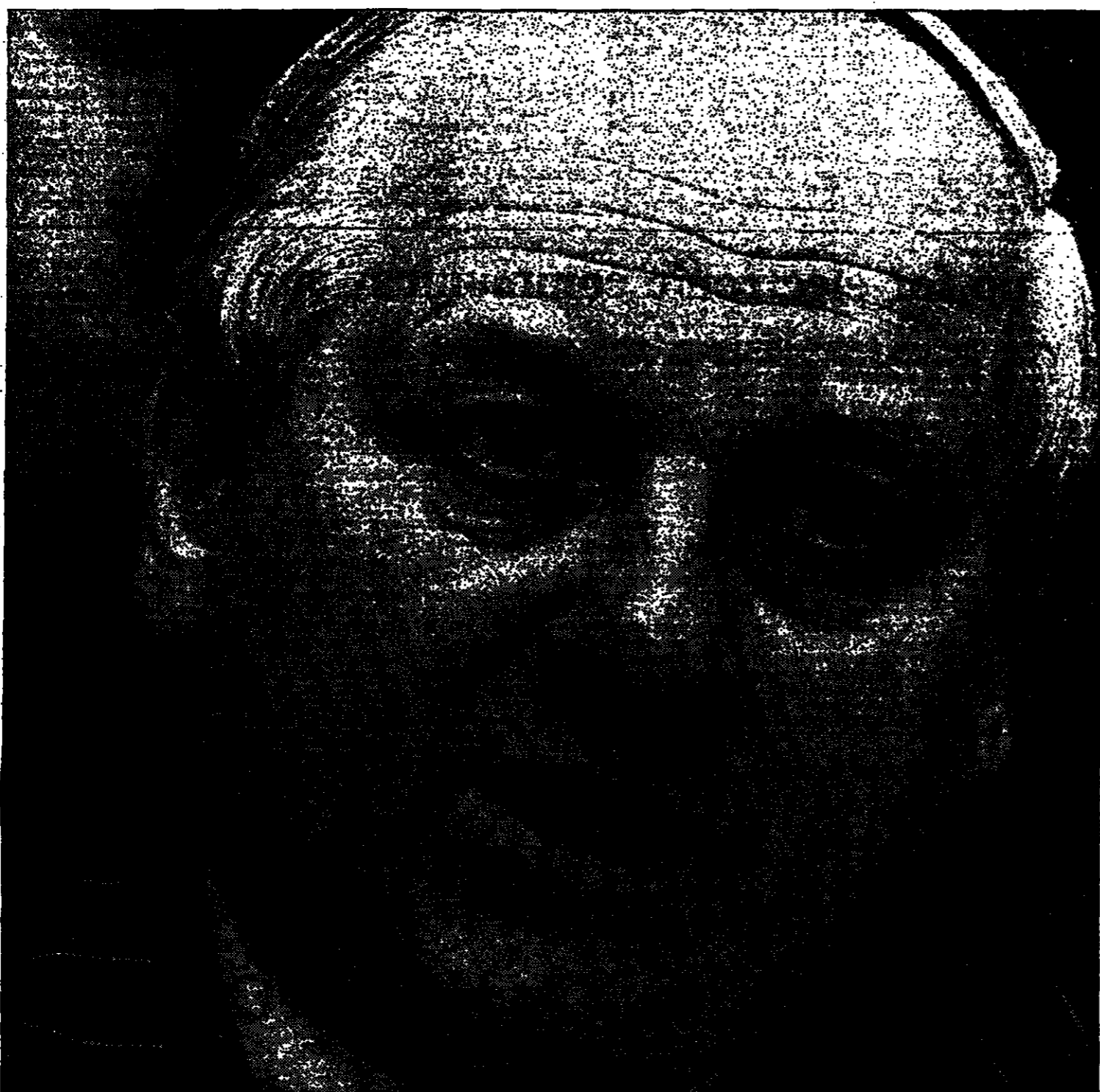
KENNETH FLEET TALKS TO DENYS HENDERSON, CHAIRMAN, ICI PLC ABOUT TRAINING, ENTERPRISE AND SUCCESS.

FLEET: How do you perceive our attitude, as a nation, to training and development?

HENDERSON: We rather resist training as a nation. Basically we enjoy the status quo and in the past we haven't been sufficiently wide awake to the opportunities the changing world presents, which in return require different skills.

can I best meet his demands? What skills do I need to ensure we give him customer satisfaction and most

Training is related to economic development.



FLEET: How has ICI responded to these requirements?

HENDERSON: ICI went through a very difficult patch in the 1980/82 period when we were hit by world recession, over capacity and surging costs. We had to go through a very savage cost reduction programme. With the benefit of hindsight, one of the things we cut back too severely was training.

Since then we have come back, we are much more profitable, we are much more international, we all recognise how important it is to attract the best people, to train them, to retain them and to motivate them. In any business, competent, well trained people are the absolute foundation for success.

Increasingly it is not enough to make the goods and then say to the customer, 'now here they are and would you like them?' I am quite clear that the rewards in the 21st century will come to those of us who work much more intimately with our customers to solve their problems and in that way tie them firmly to us.

Each individual company, each individual concern, has to say what does my customer want? How

importantly, what kind of people do we need to train, so that they have the skills we have identified?

FLEET: How do you see the new Training and Enterprise Councils contributing to this area?

HENDERSON: I welcome the Training and Enterprise Councils. We believe we must allow businesses to decide what is best for them. Equally it must be right

Competent, well trained people are the absolute foundation for success.

to push training out to the local environment where, on the one hand, you have got business saying we have identified this as a need. On the other, the education authorities say fine - we will now put together the resources to make sure there is a supply of people to fill that need. That must be the way forward.

ICI can encourage others by example - supporting the TECs - and by emphasising in public just how important we believe a well trained workforce is for the future. Frankly, in this shrinking world, if you don't have the right people you are simply not going to get the business. This is a worthy cause and we will encourage our local directors and senior managers in the regions to help if they possibly can.

The responsibility of the TECs should be

sharpened by the need to control and account for a budget - something between £15 million and £50 million depending on the size of the TEC area. We have all learned that resources, whether financial or environmental, are not infinite and the discipline that says when we spend money we want value for that money needs to be inculcated in everybody.

Business instincts and enthusiasm are also more likely to be aroused when a government initiative involves an element of power. People respond to being in charge of their own destinies; to feeling that the challenge is within their own orbit. The other thing one has to recognise is that with power also comes accountability.

Business enthusiasms are aroused when a government initiative involves an element of power.

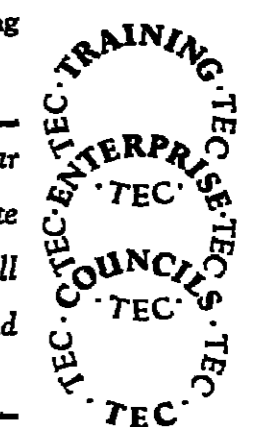
Training is related to economic development. Market circumstances are changing so much that if we simply sit back and say, well we have always trained in a particular way and that's bound to be alright, we will find ourselves overtaken by the Europeans, by the Americans, by, in the end, South East Asia. We have got a better climate now. There has been a re-creation of the enterprise culture. Financial incentives are better and there is a much more confident spirit that we can compete in the world.

There is a much more confident spirit that we can compete in the world.

The downside is that if we do not keep up with market requirements by producing a supply of competent trained people, the prizes will be taken by countries like Germany, like Switzerland, like Japan who essentially think very long, who are prepared to play a waiting game and prepared to sacrifice short term gains for long term building of positions. I believe myself that if we don't take that long term perspective then the prospect could be quite bleak. We could be left behind in the race to be a world trading force in the 21st century. As far as I am concerned, we are already looking out towards the 21st century. We have to take a horizon at least 10 years out.

I come back to the central point about just how important people are. Sure, we have got to keep up with the latest technology, we have got to have the best computers, the best automation, but frankly it all depends on people. If you don't get the right people with the right training and the right motivation, you don't begin. For me, people are always the starting point for a successful business.

If you are a Chief Executive, and you'd like to hear more about Training and Enterprise Councils, please write to the National Training Task Force, c/o 6 Bushey Hall Road, Bushey, Watford WD2 2EA, giving the name and address of your company.



TECHNOLOGY

Louise Kehoe reports on the US electronics industry's response to the environmental challenge

The final solution proves elusive



The environmental bandwagon is gathering momentum. Calls for measures to accelerate the elimination of ozone-damaging chlorofluorocarbons (CFCs) are being made by federal, state and local politicians throughout the US.



Several bills are before Congress that would phase out CFCs more rapidly than is prescribed by international agreements. In addition, some state legislatures, for example Oregon and California, and even a few city councils are considering severe restrictions on the use of CFCs.

Caught uncomfortably in the path of this environmental movement are thousands of US electronics companies; CFCs represent a vital element of the complex and finely tuned processes used to manufacture semiconductor chips, electronic circuits, computer disk drives and a host of other components.

CFC-113, the compound most widely used in the electronics industry, is a cleaning and degreasing agent. It enables manufacturers to ensure that surfaces are free of the minute particles which can cause bad electrical contacts or ruin miniature circuits.

The electronics industry is estimated to account for about 12 per cent of the use of CFCs in the US. The cost of eliminating them could run into several billion dollars and involve the refit of thousands of production lines. Since replacement substances are expected to be significantly more expen-

sive, there will also be a long-term impact on the cost of electronic equipment - from personal computers and video cassette recorders to weapon systems.

Several factors make it particularly difficult to cut CFC use in the electronics industry. The biggest problem is that the manufacturers employ CFCs in a wide variety of situations. Some 200 types of use have been identified by the American Electronics Association, which represents more than 3,500 US companies.

"Finding a substitute that works in one application does not necessarily mean that it will work in another," explains Cheryl Russell, the association's director of environmental affairs. One concern is that the diversity of applications will mean that it will not be economically viable for chemicals manufacturers to come up with new substances to replace CFCs for every use.

"There is not going to be a universal compound, some magic potion that replaces CFC-113," states Russell. Industry experts predict that there will have to be a myriad of substitutes, and it seems likely

that there will be some critical applications in which CFCs represent the only way to achieve the high level of cleanliness required.

"But that is not going to stop us from trying to find ways to reduce industry usage of CFCs," she stresses.

There is some room for optimism, however. AT&T, for example, has reported promising results using a new organic solvent in the assembly of surface-mounted circuit boards.

Developed by PetroFerm of Florida, in collaboration with AT&T, EC-7 is based upon naturally occurring chemicals that can be extracted from citrus waste and pine bark. It is known as "orange juice".

At first, AT&T thought that EC-7 would be the perfect answer. But more recently it has become clear that it introduces new safety risks.

"It is certainly not so dangerous as to be unusable, but it will need to be used far more cautiously than CFCs," says David Chittick, vice president of environment and safety engineering at AT&T. "EC-7 is combustible. New processes and retrofitting (of production lines) will need to take this

into account."

AT&T has also announced the commercial availability of a printed circuit board manufacturing system that eliminates the cleaning process for which CFCs are normally used. Recycling of CFC cleansers and efforts to reduce their emission will also play a significant role. Companies, such as Digital Equipment, have reported reducing their use of CFCs by as much as 15 per cent simply by raising production workers' awareness of the environmental problems. Such "good housekeeping" is expected to help offset the increased demand for CFCs in growing companies.

Hewlett-Packard is investigating the use of ICI's HCFC-141, a compound which is only about a tenth as damaging to the ozone layer as CFC-113. "We are testing the new compound in printed circuit board production, initially on a small calculator circuit," says Cliff Bast, corporate environmental, safety and health strategic planning manager.

Early test results are promising, but it appears that substantial changes in production equipment will be required to

accommodate the new cleaning compound, Bast says. "As we get to more intricate circuit boards with a higher density of components, the potential for technical obstacles increases."

Finding a substitute for CFCs in the manufacture of surface-mounted circuit boards is particularly difficult. This involves the chips being bonded directly on to the board, whereas conventional boards have an array of holes to accommodate the pin contacts of semiconductor chips. So far there are no alternatives to CFCs in this production technology - yet it is being used increasingly throughout the electronics industry.

"We are achieving good reductions of CFC use in our non-surface-mount manufacturing operations through conservation and waste management," says Bast. "But our use of CFCs in surface-mount applications is growing. We are not sure whether we will see a net reduction."

Facing some of the biggest challenges are semiconductor makers which use CFCs at several stages during the manufacture of chips. Ironically, CFCs were adopted by the

semiconductor industry a decade ago as replacements for toxic materials that posed health and environmental problems.

"We use CFCs as a coolant in process equipment, in etching circuit patterns on chips and in cleaning process equipment," explains Terry McManus, environmental manager at Intel. "Then in the packaging process CFCs are again used for equipment cleaning and in quality control tests to ensure that chip packages do not leak."

There are currently no substitutes for CFCs in most of these applications and little promise of any being developed in the near term.

"We have no idea what we are going to do," admits the environmental manager of another big US semiconductor company. "As an industry, we are leaning on our chemicals

suppliers, hoping that they will come up with substitutes, but so far there is nothing."

Exacerbating the problem is the fact that chip manufacturing processes are highly sensitive. Even the smallest change in the purity or composition of materials can have a dramatic impact upon production yields.

Nevertheless, the industry is organising collaborative and company-based efforts to reduce CFC use. Sematech, the US semiconductor industry consortium, recently created a task force to assess the scope of the problem, at the request of several of its member companies.

It will probably be about a year before the semiconductor industry is even able to project its future use of CFCs, which is currently increasing due to production expansion.

One concern is that CFC replacements should not create

new health risks or environmental problems. Chip makers, for example, could perhaps turn back the clock and use "wet" acid etching baths as they did before CFC "dry" etching was introduced as a way of inscribing miniature circuit patterns on chips. That, however, would increase the risk of worker injuries and increase the toxic wastes which must be disposed of.

In other applications, new compounds may prove effective, but potential health risks will be unknown. Industry officials say that rigorous testing is essential before new chemicals are introduced, even if that means delaying the phasing out of CFCs.

As David Chittick puts it, "there will be no free lunch." Previous articles in this series on industry's role in protecting the environment appeared on March 6, 9, 16, 23, 30 and 27.

If a supplier is to find favour with the automotive industry today, ability to communicate electronically is almost as important as price and reliability of quality and delivery. This is because the big car companies, particularly in West Germany, are determined to bring production into line with customer demand. And the later they can confirm the exact nature of their orders with the various suppliers, the better chance they have of carrying the right amount of stock.

At Daimler Benz and BMW, for example, orders are given to suppliers of key components every day by electronic data interchange (EDI) - the transfer of information from one computer to another over a telephone line. The daily order details the deliveries required for the subsequent 15 days (according to the car production plan) and gives rough values for the following five months. This procedure - developed with the support of the VDA, the German association of automotive manufacturers - even allows for modifications up to four hours

before delivery for some key parts.

This level of responsiveness necessitates continuous and effective communications between the manufacturer and its suppliers - and between the individual supplier and its subcontractor. For this reason, car makers are beginning to urge their suppliers to install EDI facilities.

Daimler Benz offers its suppliers a day of introduction to EDI technology. Ford has developed a network called Fordnet and offers its suppliers the necessary electronics hardware free of charge.

However, the initiative now rests with the suppliers. Professor Hans-Jochen Schneider of ACTIS, the West German software company, says that by 1990 most of the suppliers serving the country's six main car makers will have to have installed facilities for EDI if they are to continue in this sector. In the

case of Ford and Opel, 100 per cent of suppliers will have to have adopted this mode of working by then. The plan for BMW is 70 per cent.

Volkswagen, which started as early as 1978, now has about 250 of its suppliers linked up and expects to increase the number to between 600 and 700 by 1990. Daimler Benz is in a similar situation. Porsche already has 50 of its suppliers linked up and plans that between 100 and 150 will be added by 1990.

The challenge of adopting EDI communications is not an easy one for the majority of suppliers because of the proliferation of data formats and communications protocols. Most subcontractors are likely to be making components for a large number of manufacturers in a variety of countries, all of which tend to use different protocols.

Volkswagen, Daimler Benz and

Ford have developed electronic interfaces which their suppliers can link to a standard order-receiving computer (a large host mainframe in the case of VW and Ford; a front-end computer in the case of Daimler Benz). But this requires each supplier to design and install separate terminals and modems for each of its customers which is a costly and inefficient exercise.

An alternative approach is for the supplier to subscribe to a "clearing house", a kind of electronic postal service where data can be sent, converted from one format to another and then collected. Despite requiring only a single computer interface, it is a more costly and less flexible answer, says Schneider.

A third option is now emerging. It involves one cleverly designed interface that can handle a wide range of the currently used data formats and communications proto-

cols. Actis has developed an interface of this type called the EDI box. This acts as a front-end interface for the suppliers' PC and its software enables different information formats, sent by various car companies, to be handled.

The product is beginning to penetrate the automotive industry in Germany, Sweden, France and Belgium. This year Actis expects to sell 130 units.

One Actis EDI box is able to link eight parties concurrently, for example, one supplier and seven automotive manufacturers. It is also able to link into proprietary networks such as Fordnet. The cost is between DM11,000 and DM70,000 (\$22,000), according to the number of links and formats it must handle.

Schneider forecasts increasing sales in the coming years despite the emergence of an international

standard. He says that because the technology is still developing, a variety of systems will be in use for the foreseeable future.

The new standard is Odette, which was developed in the UK with the support of the Society of Motor Manufacturers and Traders. Saab and Volvo in Sweden are currently the major automotive users of Odette, but many other companies in the sector, including West German ones, are committed to it.

In the UK, the Odette standard is widely used, though more by non-automotive companies, according to Alex Warrel, finance director of Talent Engineering, the Darlington-based auto supplier. British Coal, for example, has more than 200 suppliers linked up. For the auto industry, Intel, formerly part of the Rover Group, provides a clearing house service conforming to Odette.

In Italy, there is also considerable EDI activity. Fiat has expressed its intention to establish EDI links with 400 suppliers by 1990. And a new clearing house service for Italy has been set up by Intesa, a joint venture company established by IBM and Fiat in 1987.

Set in motion with funding of £200m to £300m (£13m), Intesa's aim was to develop a communications network and software for linking manufacturers to suppliers, distribution centres and transport/shipping companies. That has now been achieved, according to marketing director Rocky Manfredi, but he adds that it could take a year or two for the Italian market to blossom.

So far EDI has been used for little more than the transmission of order and invoicing data. In the future, though, the automotive companies will also use the medium to exchange engineering data. Pilot projects are under way between Daimler Benz and Hella, and between Volkswagen and Karmann.

Anna Kochan

Car industry gears up for electronic communications

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ARTS

CINEMA

From bimbo into boss

Fifty years ago Working Girl would have been called a "screwball comedy"...

As written by Kevin Wade and directed by Mike Nichols (The Graduate), Working Girl is not so much screwball...

Parley of face and smugness of personality, Griffith in her first lead role...

Signatory Weaver battles brightly at the film's edge giving comic top-spin to her executive jargon dialogue...

The film is slowish, and its visual style belongs to the "wheel the actors in front of the camera and get on with it" school...

Tequila Sunrise is set in a Los Angeles that has caught the designer-twilight virus from Miami Vice...

WORKING GIRL

Mike Nichols

TEQUILA SUNRISE

Robert Towne

NICKY AND GINO

Robert M. Young

CAMILLE CLAUDEL

Bruno Nuytten

THE HAUNTED SUMMER

Ivan Passer

ing-of-war? And who, what or why is "Carole"?

Answers, please, on a picture postcard with view of Los Angeles exploding with capricious beauty...

Meanwhile musical beds are played by Mr G and Mr R with Miss F; the screen gets drunk on matras and gongs...

The plot is "Catch me if you can" and it is played like a shell game. Who will next show up where and under what rock or roof?

Had Nicky And Gino not been made before Rain Man, we would suppose it had been cloned from it...

No one writes much. And when Shelley, in one scene, launches into a bit of high-flying philippic...

Nigel Andrews

King Lear

OLD VIC

There is something both barbaric and doomed about the assembling court of King Lear in Jonathan Miller's opening production...

The nonsensical exchanges between Lear and his elderly Fool (Peter Bayliss) continuing the Frank Middlemass line in quizzical silliness...

The strength and lyricism of Porter's apostrophe is what elevates him to the plane of greatness unattainable by Horatio...

In a play where what you see is what you hear, it is regrettable, therefore, that the novel scenes, invariably the heart of a Miller Lear, are so badly lit by Paul Pryn...

In the novel, we receive skimpy signals of delicate work among the macabre. Dido and Aeneas is the most...

This wonderful performance of Eyre's, which has a real sense of questing propulsion born of deepening familiarity...



Eric Porter and Kim Thomson

which has a real sense of questing propulsion born of deepening familiarity...

On Dover cliffs, Eyre covers his own eyes in order to imagine the strand below, the sort of piercing idea you only ever encounter in a Miller production...

Porter's bound, but always dangerous, benevolence at Dover, Measlian white hair gridded in a floral crown, boney but

Michael Coveney

Don Carlo

COVENT GARDEN

... Or so the Royal Opera prefers to call Verdi's grand opera - for as Max Loppert reported on Tuesday...

The excuse for this extra notice is that on Tuesday evening, Claire Powell took over the role of Eboli (just for that night). She cut a fairly gener-

ous figure on the stage, probably less odd and striking than Agnes Baitas's. In theatrical fact Eboli must be a powerful, charismatic mistress...

Through the later encounters she developed in seriousness and dignity, and there was a feeling in her big scene...

ing phrases doesn't emphasize immediate distress at the expense of tragedy. I have little to add to the Loppert comments on the rest...

Dennis O'Neill's stylish Carlo, rich in succulent vocal detail, seems too nearly unimpaired by frustrated love...

(Second place belongs to Penzance, readers may elect others, but proposals of Così, Elisir or Tannhauser will be rejected as facetious.)

David Murray

Dido and Aeneas

THEATRE VAHA, BRUSSELS

Mark Morris, the young American master-choreographer now in his first season as maître de danse at Brussels' Monnaie Theatre...

Likewise the male-female supporting cast of the Monnaie Dance Group becomes by turns courtesans, witches, Trojans...

The court is grand, Eastern, archaic, often in two-dimensional bas-relief, measured, the cover is wild, ruffled, the coven is wild, ruffled, the coven is wild...

This production which marks the work's tercentenary and with which the Monnaie Dance Group visits Boston this June...

March 24-30

ARTS GUIDE

EXHIBITIONS

London

The Royal Academy, Italian Art in the 20th century, after German and British, the Academy's roughly biennial sequence of major national surveys...

The Barbican Art Gallery, The Last Romantics, A fascinating study of the romantic, symbolic and decorative strain in British painting...

Miro: Paintings and Drawings 1929-41, Daily except Mondays until April 23 - sponsored by Citibank/Citibank.

intimate world of Alexander Calder, some 300 works, most of them gifts to family and friends...

Views: The artist Erik Arbuet and Wiesner, a large and varied collection of paintings and water colours...

Washington: National Gallery of Art, César: The Early Years, Already seen at London's Royal Academy...

Travelling on business by air in France?

Complimentary copies of the Financial Times are available on scheduled flights from:

- Paris - Air France, Lufthansa, UTA, Thai International, Saudi Arabian Airlines, Japan Airlines, British Airways, Air India, Air Afrique, TAAG Angola Airlines, Swissair, Air Canada, Sabena, TWA, SAS, Air Lanka, Kuwait Airways, Finnair, Pan Am, Singapore Airlines, Egypt Air, Wairair, Delta Airlines, Air Inter, Cathay Pacific, American Airlines, Pakistan International Airlines.

Paris: Grand Palais, The French Revolution in Europe, A vast exhibition organised by the Council of Europe...

Brussels: Palais des Beaux-Arts, Art Deco in Europe, Tues-Sat, closed Mon, ends May 21.

Rome: Palazzo Braschi, Views of Rome by Giambattista Piranesi: 58 engravings by Piranesi and contemporaries...

Chicago: Art Institute, As part of a national tour, 67 rare ancient Greek sculptures, bronzes, and painted terracotta trace the development of the human form...

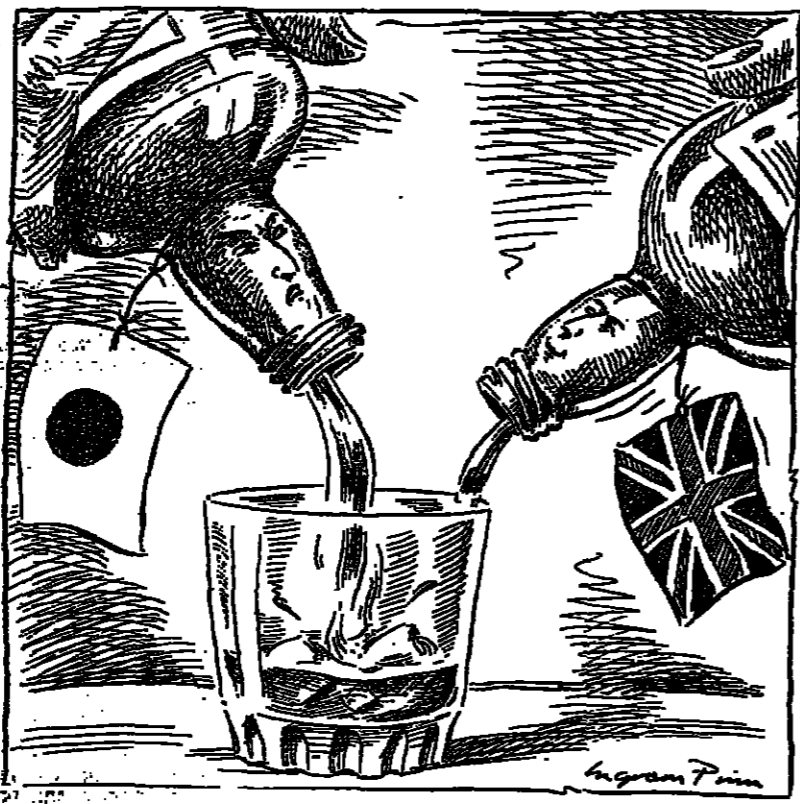
Ian Rodger reports on a big new opportunity for Scotch whisky in Japan

The battle for the huge Japanese drinks market has finally moved off the international trade negotiating table and into the marketplace.

On Saturday, a system which discriminates blatantly against imported spirits is to be removed, marking the successful conclusion of an 18-year campaign by the UK and other foreign governments.

The Japanese whisky market is so big - 20m cases a year - that even a minor rise in sales there could transform the dull state of the Scotch whisky industry.

In preparation, the world's big drinks groups - led by the UK's United Distillers (part of Guinness) and Grand Metropolitan - have been revamping their distribution and marketing.



After the tax cut, the battle begins

has made it impossible to plan long term marketing campaigns for brands. The system included ad valorem taxes of 150 per cent and 220 per cent applied to imports landing in Japan above a certain price.

The foreign distillers have responded quickly to the potential offered by the new regime, taking back control of the distribution of their key brands, setting new brand strategies and stepping up their advertising spending.

advertising on premium Scotch brands in Japan this year will double to about ¥1.2bn (\$5.2m). However, he also points out that Suntory spends about ¥2bn a year on advertising its single premium brand, Suntory Royal, which indicates the magnitude of the task ahead.

Setting new marketing strategies has proved more difficult. Cognac and premium Scotch and bourbon whiskies command the highest prices, followed by Japanese premium whiskies, imported standard whiskies and finally domestic standard whiskies.

become disenchanted. Scotch sales in Japan dropped from 2.15m cases in 1980 to 1.78m cases in 1985. They have recovered only gradually since then, as the official importers have lowered their prices.

In the run up to the tax reform, some importers feared that if they reduced prices too much, they would lose their position in prestige markets while having no assurance of doing well in volume markets.

When prospective prices were published a few weeks ago, it looked as if the importers were trying to cover all eventualities. United Distillers, with the widest range of brands, knocked 25 per cent off the price of Johnnie Walker Black Label, which is not a big seller in Japan.

Others are less optimistic that the Japanese consumer will be as impressed by the price as some importers hope. They point out that many Japanese have now travelled abroad and are aware that spirits are much cheaper elsewhere.

Andrew Gowers and Scheherazade Daneshkhu examine a fragmenting leadership

EVER SINCE the foundation of Iran's Islamic Republic 10 years ago, the break-up of its top leadership has been predicted often enough.

The withdrawal of Ayatollah Hossein Ali Montazeri as heir-designate to the Republic's 86-year-old spiritual leader, Ayatollah Ruhollah Khomeini, marks the biggest departure in Iranian domestic politics since the early days of the revolution.

The shake-up in the Foreign Ministry, including Tuesday's resignation of Mr Mohammad Jantar Mahallati as ambassador to the United Nations, has inevitably brought into question the position of the Minister himself, Dr Ali Akbar Velayati, a leading moderate.

None the less, Montazeri had become one of the fixtures of the Islamic Government. His departure leaves a gaping hole at the top of Iran's executive. The concept of *velayat-e faqih* (literally, "regency of the jurist-consult") under which Khomeini holds power, and which Montazeri was supposed to inherit, is a central pillar of the Islamic Republic.

Tough versus tender in Iran

has also been a source of fierce controversy among senior Shia clerics. In parting company with Montazeri, Khomeini has sacrificed a particularly loyal and long-standing colleague - the only keen supporter, among Iran's Grand Ayatollahs, of his political system.

He spoke of the need to learn from past errors, and deplored a situation in which foreigners and expatriate Iranians were too frightened to visit the country. In a series of letters to Khomeini, Montazeri had strongly and directly criticised the spiritual leader for instigating the wave of political executions which followed the ending of the Iran-Iraq war.

For the rest of the pragmatists, they had better comfort themselves with Ayatollah Khomeini's repeated assurances that he is not siding with one faction or the other, and hope that he tilts back in their direction before he dies.

sanctions against Britain. Similar views have been expressed by the Iranian press, and form part of the anti-Western and isolationist mood now predominant in Tehran.

Whether the current mood becomes entrenched will depend in part on the performance of Hajtoleslam Ali Akbar Hashemi-Rafsanjani, the parliament speaker. He showed a strong pragmatic streak by successfully persuading Ayatollah Khomeini of the need to sue for peace with Iraq, and moving to patch up relations with Britain and other Western powers.

Two events during the past fortnight could have a bearing on Rafsanjani's position. First, Khomeini appointed Hajtoleslam Haj Sheikh Abdollah Nuri as his personal representative to the Islamic Revolution Guards Corps. This move may make redundant Rafsanjani's position as acting commander-in-chief, to which he was appointed by Khomeini last June.

Second, Rafsanjani was nominated as presidential candidate in the elections due to be held in August. But here, too, there may be a catch: he has been put forward by a group - the radical Combatant Clergy Society, led by Mohtashemi - which fiercely opposes the policies with which he was associated last year.

LETTERS

The aims of law reform

From Mr David Long. Sir, Halfway through the consultation period which the Lord Chancellor has allowed for his proposed reforms, it is pleasing to see that your readers have adopted a considerably more thoughtful approach than your earlier one (January 26), which gave the green papers such an uncritical and enthusiastic welcome.

Very few in the legal profession would deny that there is much wrong with the system, and that (particularly in litigation) complexity, delays and high costs either prevent justice from being done or else render the experience so painful that even the successful party is left wondering if it was all worthwhile.

- of the need to make lawyers and judges seek common-sense solutions "instead of indulging in legalistic sophistry." No doubt sophistry does sometimes triumph at the expense of common sense, but that is at the behest of litigants for whom the end justifies the means.

out to tackle the underlying weaknesses, has chosen instead to attack the structure of the two legal professions. It may well be that structural changes are necessary, but such changes should follow naturally, as a result of desirable changes to the system they serve.

Risk takes several shapes

From Mr Andrew Powell. Sir, The US proposals on international debt and the nature of the proposed guarantee scheme have received much attention in the FT. There seems to be a general misconception, however, that such schemes are about shifting risks wholesale onto public bodies. ("Why debt proposals are ideas," March 22).

Further, there is in principle no need for any involvement from a public body. An analogy is to the US mortgage-backed security market. Here, public and essentially private bodies all play guarantor to various risks, enhancing the market for less-to-be-hungry-in-the-US. The essential requirement in any scheme is for the guarantor to have a comparative advantage in bearing the risks it assumes. Then, private banks should be willing to purchase the guarantees, such that the guarantor could make profits, not losses.

Health in the market From Mr Anthony Henfrey. Sir, Michael Prowse (March 22) advances the knee-jerk reaction of every producer interest group when he asserts that "the price mechanism is not efficient in health care because patients lack the information required to act as sovereign consumers."

From Mr R.N. Philipson-Stow. Sir, Michael Prowse's explanation of "Why Britain's doctors are up in arms" consumed rather more than 25 inches of your column space (March 22) - and yet he still missed the mark by a mile.

'Questions about water privatisation are being ignored'

From Mr B.G. Hazel. Sir, Features and letters about the proposed privatisation of the UK water industry have raised many more questions than they have answered. I put three questions - no doubt your readers could ask many others:

monopoly without a tangle of regulations which must be monitored at great cost? • A privatised water utility could be faced with huge increases in costs because of European Community or national legislation - and at the same time have a limit set on the charges it can set in ultimate circumstances, will it

be allowed to go into liquidation with consequent cessation of water supply? • In accepting the need for improvement to the environment, is it not preferable that all money raised from increased charges be used for this purpose? We are disturbed that questions of this sort are being

ignored - as is opposition, by all sectors of the community, to the present proposals. We believe that the Government must think again about them. R.G. Hazel, The British Textile Employers' Association, Reedham House, 31 King Street West, Manchester

INVERCLYDE. ENTERPRISE ZONE UNTIL THE END OF THE CENTURY. From now until 1999, Inverclyde will enjoy enterprise zone status. Which means that companies locating in the area will qualify for a wealth of financial incentives. Like 100% tax allowances on capital expenditure and rates exemption. But that's not all. Inverclyde offers a dedicated and skilled workforce, an excellent communications network, a variety of high amenity sites, simplified planning procedures, and spectacular views across the Firth of Clyde. IBM, National Semiconductor, and Playtex are only a few of the major companies which have been flourishing in and around the Inverclyde area for years. With the combination of attractive benefits and a magnificent setting, can you afford to ignore Inverclyde as a location for your business? Call John Walker of the Inverclyde Initiative on (0475) 24533 for confirmation of what Inverclyde has to offer, or telephone our London office. SCOTLAND. LAND OF OPPORTUNITY. SCOTTISH DEVELOPMENT AGENCY, THE SCOTTISH CENTRE, 17 COCKSPUR STREET, LONDON SW1Y 5BL. TEL: 01-839 2117 FAX: 01-839 2975.

SCOOPERSONIC-BOOM! JCB CONSTRUCTION EQUIPMENT

FINANCIAL TIMES

Thursday March 30 1989

DAI-ICHI SECURITIES Dai-ichi Europe Limited, 54-55 Abchurch Lane, London, EC4N 3JH

Buy-out specialists warned of risks

By Stephen Fidler, Euromarkets Correspondent, in London

A WARNING that US securities houses may be putting too much at risk in financing leveraged buy-outs has come from Moody's Investors Service...

Warning that this high-risk activity was on its way to becoming global, Moody's said: "Several powerful dealmakers are working hard to make this happen, especially in the UK..."

Houses have been turning to merchant banking - where profits for a single deal can amount to several hundred million dollars - to compensate for weak profits in securities brokerage, underwriting and trading.

The high return on such business had led securities firms to exceed their own limits on exposure to a single transaction, Moody's said.



Zhao Ziyang: fight for life

Economic ills put paid to Chinese liberalism

By Peter Ellingsen in Peking

CHINA'S liberal intellectuals are adopting a high profile these days. Leading academics and writers have risked official censure by advocating open debate on small rights.

Students have called on the Communist party to end Marxism and declare an amnesty for political prisoners. Young men like Shanghai writer Chen Jun are calling once again for the freedom of Wei Jingsheng.

China is struggling through an economic crisis with raging inflation forcing an ever-widening split between the reformers and the conservatives.

With the fate of his predecessor, Hu Yaobang, removed from office after student demonstrations two years ago...

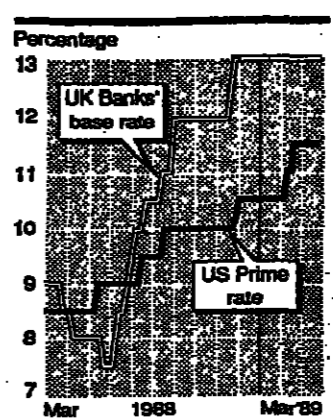
As China tries to get a grip on its wayward economy, it is also clamping down on freedom of expression.

True to tradition, the people communicate in street poetry, a current example of which goes: "Poverty? Nobody can beat a professor. Stupidity? Nobody can beat a graduate student."

According to this theory, China is not ready for democracy and must, like Taiwan and South Korea, first improve its economy by temporarily relying on a benevolent despot who strongly backs contact with the West.

Weighing Magnet's attractions

In its final form, the management bid for Magnet is rather a sophisticated affair. The value of the offer is not specified; in effect, shareholders are to get 30p in cash for 50 pence of their holding...



is little room to raise margins and that there is always a danger of some of BMP's business and management walking away, the interest rate cover on the proposed deal is thereby looking rather thin.

UK trade figures

Sterling had already fallen sharply on Tuesday, so its failure to react yesterday to the third worst set of UK trade figures on record is perhaps excusable.

One month's figures may be erratic, but two months of bad trade figures are positively disturbing.

British Gas The City has never liked Sir Denis for his sharp tongue, but his worst falling in the market's eyes is his perceived meanness.

Contested bids can work where management has lost its way, but this is not the case here.

MP dies in Turkish parliament shooting

By Jim Budgener in Ankara

AN OPPOSITION Turkish MP was shot dead in the parliament building yesterday in an incident that could intensify the difficulties facing Mr Turgut Ozal, the Prime Minister.

The semi-official Anatolian News Agency said that Mr Abdurrahman Ceylan, a member of the centre-right True Path Party (DYP), died in hospital after surgery for a gunshot wound to the chest.

According to two journalist witnesses, the incident happened at around 4pm. Mr Ceylan and another deputy, Mr Arkan, were walking past the parliamentary post office when a third member, Mr Celiker, emerged from the ANAP lobby exit.

The state prosecutor was investigating but it was not clear whether anybody had been detained by police.

In the volatile atmosphere following the elections, all parties were anxious to play down the incident.

There has already been enormous pressure on the government of Mr Ozal to hold an early general election following the resounding defeat of his party on Sunday.

With the Social Democrats getting 28 per cent and the DYP 25 per cent, ANAP was relegated to third place with 22 per cent in the voting for provincial councils.

Professor Inonu said that the elections had been fought on national rather than local issues, including inflation, unemployment and the "epidemic rise of corruption in high quarters."

Opec prepares for battle over quotas in wake of oil price rise

By Steven Butler in Vienna

OIL MINISTERS from the Organisation of Petroleum Exporting Countries meeting in Vienna yesterday adopted a cautious public stance and called for a period of stability following the rapid rise of oil prices over the past four months.

However, the ministers were quietly laying down positions for what is expected increasingly to be a contentious meeting in June over whether to increase Opec's production ceiling and how to reallocate quotas.

Sheikh Ali Khalifa Al-Sabah, the Kuwaiti Oil Minister, yesterday reiterated his view that Opec should raise its production ceiling from 18.5m barrels a day in the first half of the year to 20m b/d in the second half, and award extraordinary quota increases to Kuwait and the United Arab Emirates.

The proposal is expected to be opposed outright by some Opec members and could touch off a new round of demands for quota increases by countries such as Iran, Ecuador and Venezuela.

The strong call yesterday for stability by ministers speaking individually, however, appeared to guarantee that these contentious issues would be postponed until the June meeting of all 13 Opec oil ministers.

The current meeting of Opec's ministerial monitoring committee, expected to end today, is attended by ministers from Saudi Arabia, Kuwait, Iran, Iraq, Algeria, Venezuela, Nigeria and Libya. Ecuador is present as an observer.

The ministers expressed caution about the recent strength of the oil market, where cargoes for prompt delivery are fetching high prices while four-month contracts are much cheaper.

The ministers appeared uncertain as to how much of the price rise was due to temporary factors, such as equipment failures in the North Sea or the four-day shutdown of the Alaska pipeline.

"The most important thing for us would be market stability," said Mr Gholanreza Agazadeh, the Iranian minister.

He stressed that stability was needed for consumers and producers alike in the oil markets. Mr Agazadeh said it was too early to consider raising Opec's production ceiling.

Sheikh Ali also yesterday introduced a note of moderation, saying that the Kuwaiti position was not fixed and would depend on assessments of supply and demand.

The UAE is estimated to be producing 1.5m b/d of oil, more than 50 per cent above its quota. Kuwait, which has a similar quota to the UAE, is believed to be producing about 1.4m b/d.

Iran has also recently joined the list of over-producers, with output at roughly 3m b/d: more than 300,000 b/d above quota.

Deliberate overproduction by Opec members is often a political ploy to claim a higher quota allocation.

Call for action on Brady plan

By Anthony Harris in Washington

THE WORLD BANK group will be pressing for rapid progress on an international consensus on the Brady debt reduction initiative, which they believe could potentially bridge about a third of the financing "gap" in the middle income indebted countries.

However, the other two thirds will have to be covered by new money, and there will be heavy pressure on the commercial banks both to provide more new money, and to concede adequate discounts on any debt involved in the debt reduction process.

Officials make it clear that international institutions will not be interested in providing debt enhancement, increasing the certainty of bank claims, except in exchange for highly significant debt reduction or debt service reduction.

Meanwhile, the dispute between the World Bank and the International Monetary Fund on their respective roles in imposing and policing policy conditions on borrowing countries may be close to resolution.

The IMF's primary in macro-economic questions appears to be agreed, and the heads of the two institutions, Mr Michel Camdessus and Mr Barber Conable, have been holding one-to-one meetings to resolve details of the various operational rules for their staffs.

The aim is to seal an agreement before the ministerial meetings this weekend.

It is expected that debt reduction will dominate these meetings. The achievement of an international consensus on the ground rules is seen as urgent, since the speech by Mr Nicholas Brady, the US Treasury Secretary, has aroused strong expectations among the debtors, and progress on all outstanding debt questions is likely to be frozen until the role of the debt reduction option is made clear.

The cases of Mexico and Venezuela, which have been especially hard hit by weak oil prices, are regarded as the most urgent, and the aim in Washington is to create a sufficient consensus to allow negotiations on these two cases to start in a matter of weeks.

On the broader question of middle-income indebted countries - the bulk of whose debt is accounted for by the "Baker 15" - official thinking is moving towards a two-track strategy.

The larger debtors and the money-centre banks, by contrast, may prefer the greater leverage attainable through reductions in the interest rate on debt, where greater annual savings can be achieved through any given injection of official guarantee resources.

The negotiations will inevitably be very complex, involving not only national attitudes to debt reductions, which some governments see as curtailing high risks of encouraging responsibility, but national financial contributions, bank tax codes and supervisory requirements.

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Agencies in bid battle

Continued from Page 1

BMP, by contrast, merged with Davies, merged with Davies last June and made 25.05m in the six months to the end of September. Brokers Phillips & Drew forecasts £12.5m for the current year, including a £1m pension fund contribution.

BDDP is funding the offer by a financing package put together by its advisers, Charterhouse. The precise size of this is not disclosed, but it comprises about 60 per cent senior debt, 15 per cent mezzanine finance, and 25 per cent equity.

Including Charterhouse - which currently own 10 per cent of BDDP - are involved in the equity package

World Weather

Table with columns for location, temperature, and weather conditions for various cities worldwide.

Interest rates unchanged

Continued from Page 1

quite disappointing. Export growth has remained anemic despite strong growth in world trade and a marked slowdown in domestic demand at home.

The Treasury said that the current account would be the last indicator to show signs of responding to high interest rates. It noted, however, that exports were still at record levels and that export growth remained robust; some time during this year the rate of growth in exports would

exceed that of imports. Mr Bryan Gould, the opposition Labour Party's trade spokesman, said that interest rates would have to rise to defend the pound. He noted that February was the fifth month in which the trade deficit had run at an annual rate of more than £20bn.

The pound closed at DM3.1975, compared with DM3.20 on Tuesday and at £1.6905 against \$1.6885 previously.

The FT-SE 100 Share Index closed 1.2 higher at 2,071.7 and the FT Ordinary Share Index closed 2.5 lower at 1,705.5.

Advertisement for Barratt House Builders, featuring a large illustration of a house and the text: 'THE BARRATT APPROACH TO URBAN RENEWAL GOES OVER PEOPLE'S HEADS'.

FINANCIAL TIMES SURVEY

The move to a European Community internal market has stimulated a period of rapid change in the liberalisation of Nordic financial markets. The banking system of the region will be revolutionised and brought into line with the EC, writes Robert Taylor

Adjusting to a growing dynamic

THE NORDIC region - one of the world's richest areas - looks as though it is entering a period of relative slowdown in the economic growth of a time when it has to adjust its financial system to the growing dynamic of the European Community's internal market.

For the Nordic region as a whole, 1989 is likely to record an average fall in total domestic demand (down from 1.5 per cent last year to 0.9 per cent this) as well as a slowdown in the export and import of goods and services, according to the recent forecasts from the employer federations. The rate of industrial production also looks set to drop, from an increase of 2.1 per cent last year to a rise of only 1.4 per cent in 1989.

All five Nordic countries are going to have deficits on their current accounts for this year of roughly the same overall magnitude as in 1988, which amounted to a total negative figure of \$10.5bn. However, Norway is set to enjoy an improvement in its current account as a result of a modest upturn in oil prices, while in Denmark, too, there looks like being a decline in the size of its negative current account.

The position is somewhat

different in Sweden and Finland, where the economies have become overheated with an erosion of international competitiveness - chronic labour shortages in key export industries, falling levels of investment and rising inflation. None of this constitutes a serious crisis at the moment but the outlook in the Nordic region is growing more uncertain than it has been for some time.

In its latest economic forecasts which go up to 1990 the Organisation for Economic Co-operation and Development confirms the general picture drawn by the Nordic employer organisations. OECD believes that Finland will have to tighten its fiscal policy next year because of its growing external deficit, with worries over inflation, rising labour costs and declining business investment.

It is against this relatively modest economic background over the next two years that the Nordic countries will have to meet the challenge of the move to the internal market inside the European Community. This has already stimulated a period of rapid change in the liberalisation and deregulation of its financial mar-

kets, which promises to revolutionise the banking system of the region and bring it into line with the EC.

The present pace of change, however, remains uneven between the Nordic countries, although all of them are committed to an acceptance of the free movement of capital in western Europe.

Certainly delegates to last month's annual conference of the Nordic Council in Stockholm recognised that the dynamic of 1982 is starting to make a major impact on the economic outlook of the entire region. As a result, they agreed to accept a three year economic action plan which involves - among many objectives - a firm commitment to the creation of open financial markets across the region. The traditional restrictions and regulations that tended to protect them from the competition of the outside world are being gradually dismantled.

But there is little doubt that the four non-EC Nordic countries - Finland, Iceland, Norway and Sweden - have recognised the urgent necessity of bringing their own financial sectors into line with those of the European Community.

The Nordic countries have

accepted that this will require a number of important changes. It will mean, for example, the opening up of Nordic financial markets to foreign competition. The action plan admits bluntly that this will involve the unimpeded exchange of financial services across national borders.

Over the past few months the most dramatic developments towards this objective have taken place in Sweden. The ruling Social Democrats, under the powerful direction of their finance minister Mr Kjell-Olof Feldt, with the invaluable support of the governor of the Central Bank, Mr Bengt Dennis, have launched on an ambitious and controversial programme to liberalise the Swedish economy since their general election victory last September. The declared purpose is to make the country a much more open and competitive market economy.

In early November it was announced that foreigners would be allowed to invest in Swedish government bonds for the first time, while Swedish investors - who are currently restricted in investing abroad - were given complete freedom to invest in real estate and foreign equities.

Later in the same month Mr Feldt announced his radical tax reform plan which is to be implemented early in 1991 with the abolition of central government imposed income tax and a shift to the wider use of indirect taxation as well as sharper taxation on capital gains and corporations.

It is true that Mr Feldt took advantage of the holiday season to introduce two new taxes on New Year's Eve with a one-off 15 per cent levy on the 1988 profits of Swedish companies and a tightening of the capital gains tax, but neither measure did much to upset the general mood of optimism that has made the Stockholm stock market one of the most impressive in the world for much of the past 12 months with a 50 per cent rise in its general index.

Certainly this year's budget published in January suggests that the liberalisation strategy has not run out of steam. It was announced then that Swedes will be allowed in future to invest in interest-bearing securities abroad and have foreign bank deposits as well as acquire real estate abroad while foreigners will be able to make the equivalent investments in Sweden.

As a direct result of the liberalisation steps considerable amounts of money moved out of Sweden and on to the Oslo and Helsinki stock markets where prices rose steeply.

Mr Feldt also announced that later this year Sweden intends to abolish its foreign exchange controls which were brought into force half a century ago, originally as a temporary wartime measure. This promises to provoke a major shake-up in the financial markets, though opinion seems divided on whether this will lead to a net inflow or outflow of capital.

The pace of liberalisation has been less dramatic in Finland but the trend remains unmistakable. It was back in 1986 that the Finnish government announced a relaxation in its foreign exchange regulations, giving permission for investments in foreign securities and in funds held in accounts with foreign monetary institutions up to a maximum of FMI0,000 a year per resident. Later that year the Bank of Finland brought the banks' domestic foreign currency deposits onto an equal footing with the banks' own foreign borrowing, and removed the higher limit on

foreign financing credits for imports.

Last August Finland went much further. It extended the right to purchase foreign securities to private companies and households. But in its strategy document on the impact of 1992 on the Finnish economy published last November, the Finnish government acknowledged that it still retained more comprehensive foreign exchange controls than most other industrial countries. It was made very clear that further developments would have to wait on what happened in the financial markets and in the wider economic situation.

The outlook in Norway is very much conditioned by the needs of the government's present so-called stabilisation policy but also by the recent travails of the banks. In 1987 alone losses amounted to Nkr5bn, around 1 per cent of assets, and the losses are likely to continue at least until 1990. Mr Hermod Skånland declared last November that the banks were "now taking very forceful steps to cut down on expenditures". And he added: "I don't think there is much reason for concern about their general solidity. The danger is rather that they will have to concen-

trate on maintaining their capital ratio to the extent that there will be very little room for expansion and that they, in the process, will become risk-averse, thereby limiting their contribution to the necessary restructuring of the economy."

However, the Norwegian government said in its 1989 national budget statement that its intention was to go on liberalising the financial markets, expanding Norwegian companies' scope for long-term foreign borrowing. However, it has also made it clear that it does not intend to ease the present prohibition on foreigners owning Norwegian bonds until the country's economy is restored to health and interest rates can be cut.

Understandably, deregulation has gone the furthest in Denmark as an EC member since 1973. Foreigners were allowed to buy government securities as long ago as 1963 in Denmark while restrictions on the purchase of treasury bills were lifted last October.

SWEDEN					
Bank	Assets (Bn)	Capital (Bn)	Pre-tax profit on assets (%)	Capitalisation ratio (%)	Pre-tax profit per employee (Bn)
S-E Banken	20,200	2,272	7.12	1.10	77,848
Svenska Hypoteksbanken	2,458	2,238	1.28	2.18	74,008
Sveabank	21,110	1,251	0.62	2.18	168,882
PKA-bank	21,027	1,228	1.47	0.63	5,774
Nordbanken	1,000	74	0.73	1.44	67
Östbanken	2,522	248	1.01	1.28	5,871
Första Sparbanken	2,873	278	0.95	1.80	6,262
Total	68,200	6,563	2.00	1.30	230

NORWAY					
Bank	Assets (Bn)	Capital (Bn)	Pre-tax profit on assets (%)	Capitalisation ratio (%)	Pre-tax profit per employee (Bn)
Den Norske Creditbank	20,910	212	-1.14	0.37	48,202
Christiansburg	18,734	484	-0.28	0.88	3,336
Banco Bank	18,280	51	0.32	2.18	12,822
Union Bank of Norway	2,020	240	-0.19	0.49	2,123
Publi-1	2,404	239	-0.41	0.59	7,299
Total	70,100	1,266	-0.39	0.58	2,82

DENMARK					
Bank	Assets (Bn)	Capital (Bn)	Pre-tax profit on assets (%)	Capitalisation ratio (%)	Pre-tax profit per employee (Bn)
Den Danske Bank	22,778	1,928	0.86	0.11	1,128
Copenhagen Handelsbank	18,482	1,522	0.33	0.74	6,208
Fribojens Bank	15,871	820	0.32	0.10	1,110
Sparinvestor SDB	12,328	802	0.88	0.28	14,008
Protektbanken	6,077	227	0.52	0.33	14,008
Skandia	2,822	770	0.28	0.28	1,548
Lyngbyehavn Danmarks Bank	1,281	484	0.28	0.28	10,008
Jyske	7,001	284	0.27	0.28	10,008
Total	90,200	7,027	0.57	0.27	14,208

FINLAND					
Bank	Assets (Bn)	Capital (Bn)	Pre-tax profit on assets (%)	Capitalisation ratio (%)	Pre-tax profit per employee (Bn)
Merita-Oyja-Pankki	20,730	1,730	0.38	0.49	6,77
Union Bank of Finland	20,027	2,021	0.48	0.28	10,008
Paivariitti	15,702	50	0.48	0.28	10,008
Shapora	7,280	280	0.71	0.28	42,008
Osobank	7,280	17	0.28	0.10	10,008
Total	63,049	5,028	0.40	0.37	5,00

ICELAND					
Bank	Assets (Bn)	Capital (Bn)	Pre-tax profit on assets (%)	Capitalisation ratio (%)	Pre-tax profit per employee (Bn)
LANDSBANKI ISLANDS (National Bank of Iceland)	65,616	4,249	247.1	1988	
BUNADARBANKI ISLANDS (The Agricultural Bank of Iceland)	24,734	1,732	330.4	1988	
UTVEGSSANKI ISLANDS (Fisheries Bank of Iceland)	12,868	1,229	221.3	1987	

NORDIC BANKING

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(Figures above from The Banker (Iceland figures from the banks))

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NORDIC BANKING 2

Sara Webb on the details of economic reform and financial deregulation

Remaining barriers to be swept aside

SWEDEN'S ruling Social Democrats have been swift to pull one surprise after another out of the hat since being re-elected last September, indicating a clear change of direction in terms of economic policy with the emphasis being placed very firmly on supply-side economics, deregulation and restructuring.

New proposals (calculated to stimulate supply rather than just squeeze demand) have flooded in thick and fast since the start of another three-year mandate. The government now plans to slash subsidies to such sacred cows as the textile, housing and agricultural sectors, and improve efficiency in the public sector.

economic front - though as Central Bank governor Mr Dennis is not necessarily expected to tow the party line and has, on occasions, fiercely criticised the left flank.

A former editor of *Dagens Nyheter*, the biggest Swedish quality paper, and in his youth a student of the Chinese agricultural system, Mr Dennis has been admitted in business circles for his drive towards the deregulation of the Swedish financial markets.

Sweden has appeared slow by international standards when it comes to deregulating the banking system and capital markets, although the economic difficulties of the 1970s, large budget deficit and current account deficit were used as an excuse for holding on to controls.

Now, on the 50th anniversary of the introduction of

exchange controls, the final remnants will be abolished, allowing foreigners to invest in Swedish bonds - something the government had been reluctant to permit because of fears that it could allow foreign intervention in monetary policy - while Sweden will be allowed to invest in foreign bonds and open foreign currency accounts.

So far, there has been virtually no opposition and the proposal is expected to pass through parliament in the spring. "I expected to see much more opposition to foreign exchange controls being lifted, but the trade unions seem bewildered by the pace of change," says Mr Dennis.

Although the necessary legislation will remain in place to reintroduce the controls in case of emergency, Mr Dennis supports the idea of having a

"sufficiently high threshold" to discourage politicians from resorting to such steps. "The market must be convinced we will not turn back," he says.

The Riksbank governor and finance minister have en-

about the supposed effects that lifting exchange controls will have on interest rates. Most economists maintain that the exchange controls have had the effect of keeping interest rates 1.5 to 2 percentage points

and money market side.

Mr Palmstierna believes that the reform of the tax system is likely to have "a profound effect on the demand for credit," since most Swedes have used deductions for borrowing to help lower their income tax rates.

Many of the changes in Sweden have been prompted by concern over what is going on in the EC as 1992 approaches, especially when it comes to the free movement of capital. Swedish bankers realise that the banks here are small to medium by European standards and that the way to compete in future is by building up a strong base in the Nordic

There will be a huge inflow of capital

The tax system is to be completely overhauled in the 1990s, bringing down marginal tax rates (which are among the world's highest) while broadening the base for capital gains tax and indirect taxes.

And in a move to sweep aside all barriers to the free movement of capital, the hard core of Sweden's foreign exchange controls (which date from the Second World War) will be abolished in the spring. The move is expected to have a significant effect on the domestic capital and equity markets as well as on the pattern of Swedish investment abroad.

There is concern about the EC and 1992

market.

There have been attempts to forge links already. The Gota group, which includes Gota-banken (Sweden's fourth largest commercial bank) and Wermlandsbanken (a regional bank) has already set up links through a holding company structure with Kansallis-Osake-Pankki (KOP) of Finland as a starting point for a large financial services house. On the insurance side, Skandia has taken several steps to broaden its reach across the Nordic region in readiness for competition from abroad. But it will require the lifting of restrictions on the ownership of Swedish banks by foreigners before a truly Nordic bank can be established - and a timetable has not been set for that change yet.

Wage earner funds are unlikely to pose a serious threat

SWEDEN'S five so-called wage earner funds have hardly turned out to be the major threat to the well-being of the Swedish financial system that many employers feared when they were introduced five years ago. They still, however, arouse considerable hostility.

Originally proposed in 1976 by the country's blue-collar trade union organisation, the LO, as a method for acquiring an eventual collective trade union control of the industry, the funds, in practice, bear very little resemblance to their original purpose. For nearly 10 years, however, the Social Democrats campaigned half-heartedly for the idea of the funds. They aroused little popular enthusiasm (at least among workers but provoked an extraordinary degree of employer resistance with marches and demonstrations.

Half the workers in the companies that operate convertibles have joined the system

Institute observed in its 1987 report on Sweden: "It seems clear that the ultimate legislation produced a capital-sharing plan that was not well suited to the social and distributional goals of some original proponents of the approach."

Under the 1983 legislation the five funds are financed by a combination of 0.2 per cent in the payroll tax and a special profit-sharing tax. A maximum sum of SKr2bn was to be diverted each year until 1990. The funds now have total assets of SKr25bn invested in equities. The market capitalisation of all listed companies in Sweden excluding shares they own in each other companies totals SKr470bn.

SWEDEN

neered other changes, too, in the past years. Restrictions on Sweden investing in foreign equities were completely lifted this year. In 1988 Swedish companies were allowed to make direct investments overseas, precipitating a buying spree in the major European capitals. Insurance companies were granted permission to invest in real estate overseas this year. There has been a debate

STOCKHOLM

higher than would otherwise have been expected.

Once clear signals emerged that the controls would be lifted, however, interest rates fell by 1 percentage point and some economists now argue that they are unlikely to come down further once the controls are actually lifted.

But no one doubts that there will be a huge inflow of capital once restrictions are removed, accompanied by a more gradual outflow of Swedish investors' funds.

During the 1980s the government has gradually lifted controls and liberalised the financial markets, giving the banks a real taste of freedom. The lifting of both price and volume controls on bank lending in 1985 allowed the banks to meet the enormous demand from industry and private customers. Lending surged, and the banks reported bumper profits in 1986.

The increases in 1987 and 1988 have naturally been on a smaller scale as the rise in the volume of lending has started to flatten out now and interest margins have been coming down. The two largest banks have been forced to increase their shareholders' capital this year to deal with the rapid growth of assets.

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An increasingly obsolete collective approach

By next year the funds are likely to account for 54 per cent of the value of all listed shares on the Swedish stock market. The funds have a commercial objective, being required to earn a real rate of interest of 3 per cent. Each year the funds transfer the returns on their investments to the National Pension Fund (ATF) which merges them with the general pension funds and invests in fixed income securities.

As the American Brookings

Institute observed in its 1987 report on Sweden: "It seems clear that the ultimate legislation produced a capital-sharing plan that was not well suited to the social and distributional goals of some original proponents of the approach."

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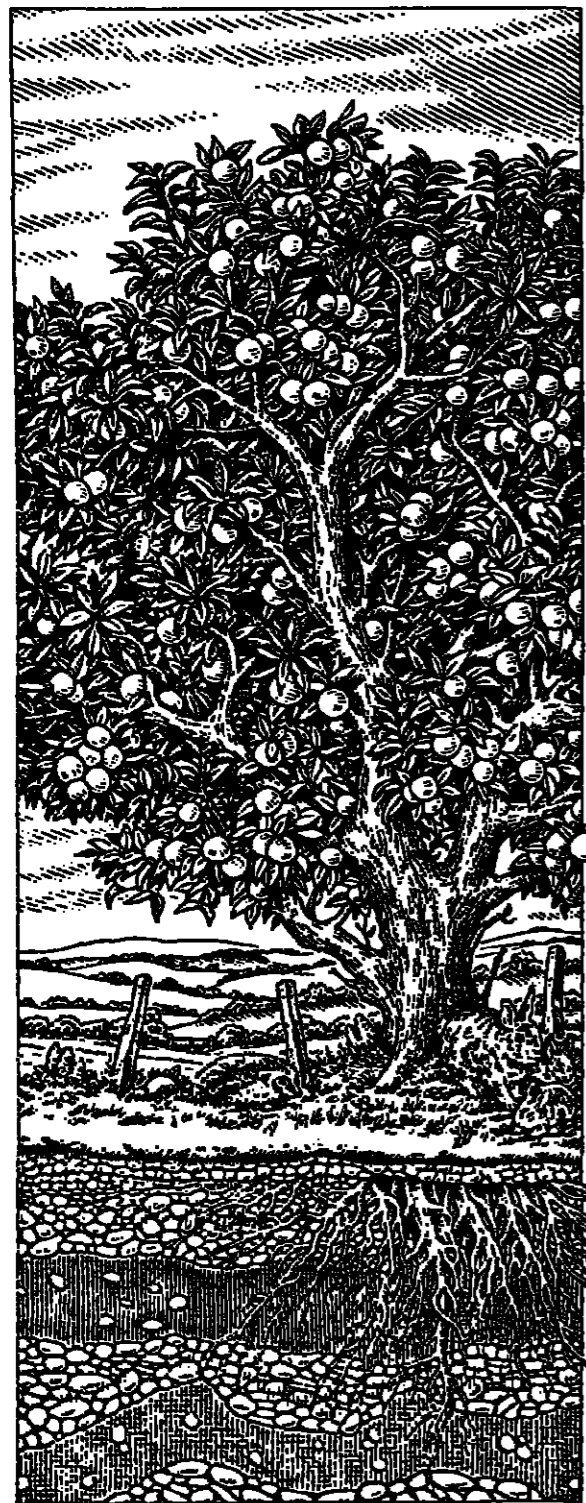
Despite continuing employer fears about what might happen after 1990, the wage earner funds do not look like a serious threat to the present financial system. Moreover, there is a deep reluctance among the Social Democrats to re-open the issue next year, whatever the LO might want to see happen.

Indeed, the whole idea of collectively controlled trade union funds seems to be increasingly obsolete in the present competitive, entrepreneurial climate in Sweden. Indeed, the country during the 1980s has experienced a much more significant long-term development that is doing a great deal to change popular attitudes to share-ownership. An increasing number of workers in the private sector of industry employed by the large, and at the moment profitable, companies are displaying an acquisitive taste for a share in the prosperity of the factories where they work - much to the alarm of the unions who want to defend traditional policies.

It is the provision of personal convertible loans that is causing the controversy. The system is very well developed in Sweden and it works very easily. The worker lends his company a sum of money over a certain period of time with a good rate of interest for a specified period of time, say from five to ten years. This loan is a kind of promissory note which can be exchanged for shares in the company. If a worker does not want to own any of his employer's shares then he receives back the original amount with the accrued interest at the end of the loan period.

A study of the convertibles revolution has recently been carried out by the Swedish trade union research institute, the Arbetslivscentrum. They were first issued back in 1978 but it was not until the middle of the 1980s that worker convertibles became much more widespread in the private sector of industry. It is estimated that at least 200,000 people are taking advantage of the system

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NORDIC BANKING 3

**Stockholm Stock Exchange is getting a new trading system
Creating a true Nordic market**

BEHIND THE Stockholm Stock Exchange's elegant 18th century facade, there are changes taking place aimed at helping to usher in a new era fit for the 1990s. The introduction of automated trading this summer, in lieu of the existing call-over and after-market trading arrangements, promises to help turn Stockholm into a more efficient market.

The emphasis on screen-based trading and on linking up with the other Nordic exchanges has arisen out of an awareness that the Stockholm bourse must be as efficient and modern as possible if it is to win back investors from overseas and regain its position as the leading place to trade Swedish equities.

"We want to create a true

Nordic market," says Mr Bengt Ryden, the Stockholm bourse chief executive who believes that the switch to automated trading will strengthen the competitiveness of the market and lead to lower transaction costs and improved liquidity.

He wants to see a greater interest in the Nordic exchanges from abroad and believes that the four bourses - Stockholm, Helsinki, Oslo and Copenhagen - will ultimately benefit by improving the spread of financial information. In future a joint information system will be hooked up to subscribers in London and New York via satellite.

The new trading system, known as SAX or Stockholm Automated Exchange, is due to start in June and become fully

operational during 1990, following a gradual changeover period.

Once the new system comes into force there will no longer be any need for brokers to trade on the stock exchange floor, which is housed in one of Stockholm's most elegant buildings in the old part of town.

Stockholm's once sleepy bourse has witnessed a boom in the 1980s. Foreign investors recognised the importance of such international companies as Volvo, Ericsson, Electrolux and SKF, but when the government decided to double the turnover tax on share transactions in 1986, thereby bumping up the average transaction cost, foreign investors took their custom elsewhere.

Today, more trading is done in the shares of Sweden's main blue chips in London than in Stockholm itself and Mr Ryden calculates that one third of the turnover in Swedish equities is conducted abroad.

Though he believes that foreigners will eventually be granted an exemption from the turnover tax in a bid to woo them back, his priority for now is to modernise the exchange.

The bourse is spending SKr60m on developing and running SAX over the next five years. The system will allow orders to be sorted and matched automatically, and though it will initially be used for trading in equities, it could also be extended to include trading in bonds, convertibles

and other financial instruments in future.

The Stockholm stock market was one of Europe's top performers in 1988 with a 50 per cent climb in the index, and the momentum has kept up during 1989.

One of the main reasons has been the strong performance of much of Swedish industry. But, on top of that, Swedish investors have been restricted in their choice of outlets so they have tended to pour their funds into Swedish equities. The exchange controls which date from the Second World War will be completely abolished this year and, in January, Sweden was given permission to invest freely in foreign equities.

Before 1989 the ownership of

foreign equities was restricted to a pool of licences or switch rights, and in order to buy into the pool, investors had to pay a premium. The premium fluctuated and could add as much as 20 per cent to the cost of the deal. It was meant to prevent a flood of money out of Swedish equities and into other international markets.

This year, the Riksbank abolished the restriction on investing in foreign equities, admitting that it had over-estimated demand for foreign equities. Investors responded by buying Norwegian and Finnish shares in the following weeks; but while institutional investors remain interested in placing money overseas, their approach has been cautious and they appear to be sticking to the more familiar Nordic markets while building up their research into other international markets.

Sara Webb

Hilary Barnes reports on the banking scene in Denmark

Candidates for merger

MERGERS ARE in fashion in Denmark: the country's industrialists are convinced they have much to lose if companies do not become bigger. Mergers are also the talk of the banking world, but so far it has been more talk than action.

In the industrial world the reason for wanting mergers is the feeling that small firms will fail to cash in on the economies of scale when the EC's internal market is completed. In the banking world the EC and increased competition is a factor as well, but the sheer number of Danish banks -

de-regulation of the financial markets.

Danske Bank's consolidation of its position as the biggest and most profitable bank has been one of the most remarkable developments of the past few years. Until the beginning of this decade, there was not much to choose between Danske Bank and its chief rival, Copenhagen Handelsbank, but under the management of Mr Tage Andersen, Danske Bank has steadily drawn away from its rivals.

Danske Bank's share capital and reserves at the end of last

The state bank is adapting to a new climate

An impressive rate of change

"It's fantastic to be a banker these days," says Mr Christer Zetterberg with a sincere, if somewhat muted enthusiasm. "Before 1985, a bank was basically a sheltered workshop - I would never have been tempted to work there. But the pace of change in deregulating has been very impressive and we really do have free competition now."

Mr Zetterberg was plucked last year from private industry to become chief executive at PKbanken, the state-controlled commercial bank and Sweden's third largest quoted bank. He had been managing director of the forestry group Holmen, and had no banking experience on his curriculum vitae.

As the outgoing chief executive, Mr Beril Danielsson, put it when he retired from the post: "We have been looking for a leading industrialist to take over. Industrialists have experience of how to operate a big company. We already have a lot of bankers inside the bank."

It is, however, yet another indication that the state bank is keen to slough off any vestiges of its rather staid image and be taken seriously as one of Sweden's most competitive commercial banks. There have always been those in the non-specialist camp who refused to do business - as a matter of

principle - with a state bank but their numbers have dwindled since PKbanken joined the other banks in trying to offer the most competitive service to corporate customers. And since Mr Zetterberg took over, he has not wasted time in pushing ahead with strategic acquisitions.

PKbanken was formed in 1974 through the fusion of Postbanken and Sveriges Kreditbank in order to merge the

No time has been wasted in pushing ahead with strategic acquisitions

state's banking resources into a force capable of competing with the two main banks - Skandinaviska Enskilda Banken, and Svenska Handelsbanken. At the time it was Sweden's largest deposit-taker, and was almost entirely engaged in retail business with some lending to mortgage institutions.

Since then, it has adopted a strategy of cutting into the corporate business sector in order to win a healthy share on the commission income side, in addition to the normal lending operations. This strategy has succeeded: the corporate side now accounts for SKr60bn

(£5.5bn) out of a total of SKr244bn on the balance sheet.

Accommodating to changing climates and attitudes has not always proved easy. Mr Kjell-Olof Feik, the Social Democrat finance minister who has been a driving force behind the opening up and expansion of Sweden's financial markets, is firmly in favour of having PKbanken as the third force in Swedish banking and has argued - at times against members of his own party - that the state bank should be as competitive as the others in a deregulated market.

Though the Social Democrats at one time had even discussed nationalising all the banks, PKbanken went ahead with a partial privatisation in 1984 which succeeded in raising SKr500m in new capital and reduced the state's holding to 85 per cent. But what should have been a milestone in the bank's brief lifetime was marred by the so-called Rainer scandal.

PKbanken made loans to Mr Ove Rainer, the Social Democrat Justice Minister and at one time the head of the Swedish Post Office, a position which entitled him to sit on the PKbanken board.

Mr Rainer used the loans to reduce his income tax payments - which was perfectly legal, but in the overly moralis-

tic world of Sweden's Social Democrats was considered disgraceful. He resigned as Justice Minister, and the bank was censured for making a "serious misjudgment" in granting loans to a board member without first seeking board approval. The government removed the bank's chairman from his post, and other board members resigned in protest at the decision.

The bank's reputation took a considerable battering at the time, though it soon recovered and continued to pursue its goals of chasing commission income.

Since taking over as chief executive a year ago, the 47-year-old Mr Zetterberg has done much to inject new blood and fresh ideas into the bank in order to meet the challenges of the rapidly changing financial environment in Sweden.

"I didn't expect to be a good banker, but you can at least apply the same rules as in industry - to become cost-effective, market oriented, and to plan for a more commercial environment in future," he claims.

This means waging a campaign to improve profitability on the private customer side and rethinking the corporate side's strategy.

Mr Zetterberg brought in McKinsey, the consulting

group, to analyse what sort of strategy the bank should follow in future, and concluded that PKbanken now needs to focus on serving the interests of Nordic industry at home and overseas. This calls for strengthening the investment banking side in Europe and widening the bank's base in the Nordic region.

He points to the anomalous position of Swedish banks today compared with the rest of Swedish business: whereas much of Swedish industry has expanded overseas to conquer new markets, the banks have been limited by restrictions at home until the 1980s and remain small by European standards.

"Swedish industry is so multinational, but the banks lag far behind because they were so heavily regulated, and the possibilities to expand were limited."

The priority for PKbanken now is to acquire investment banking operations in France or West Germany to complement its operations in London where it bought English Trust in 1986 for £37.6m. English Trust provided a "quick and easy route" into the UK corporate finance field. But Mr Zetterberg still sees the investment banking side as the bank's weakness where it loses

customers in Swedish industry to the US or UK investment banks.

In the meantime, PKbanken has been swift to make other acquisitions. The brokerage side was strengthened by the acquisition of Carnegie, Sweden's leading brokerage house, last May. The deal helped to boost commission income during 1988 and lift the bank's operating profits last year by 35 per cent to SKr2.5bn.

The decision earlier this year to acquire Sweden's Investment Bank, a fully state-controlled bank which specialises in project financing for small and medium-sized companies, had two motives: to build up PKbanken's expertise on the risk assessment side, and to strengthen the bank's capital base, since it is paying for the deal in its own shares. This will increase the state's holding in PKbanken from 87 per cent to 70 per cent.

Of the main Swedish commercial banks, PKbanken has one of the smallest regional networks. Two years ago the previous management sought to rectify that situation by bidding for Gotabanken, the country's fourth largest quoted bank, but the offer was promptly turned down. In retrospect, Mr Zetterberg does not believe the move to buy another bank in Sweden is a sound economic one. Instead, he wants the bank to establish a network of sales offices geared towards small and medium-sized companies in the regions.

Sara Webb

DENMARK

about 70 commercial banks and almost 150 savings banks for a population of 5.1m - is also seen to be excessive.

The most likely candidates for a merger in the foreseeable future are Danske Bank, which is already Denmark's largest and most profitable bank, and Provisbank. Together their total assets would be about Kr240bn (£19bn), a figure which would place them along with the largest of the Nordic banks.

Danske Bank holds 30 per cent of the shares in Provisbank and does not disguise its interest in a merger, but Provisbank is making good money and is happy to remain independent.

If these two did get together, the other largest banks, Copenhagen Handelsbank, Privatbanken, and SDS (the savings bank) would find themselves dwarfed. Their managements are not given to speculating about these matters, but it can be taken for granted that this prospect has not escaped them. There has, in fact, been a thinning out over the past few years, especially among the commercial banks.

Nine banks and one savings bank have disappeared over the past three years after being absorbed by other banks, in most cases because small banks landed themselves in financial trouble in the wake of

year totalled Kr10.6bn compared with Kr5.85bn in Privatbanken and Kr7.26bn in Copenhagen Handelsbank. Danske's pre-tax profits of Kr2.51bn were more than Privatbanken's and Handelsbanken's together (but as Danske paid Kr1.0bn in tax, while the other two paid little more than Kr300m together, the difference in the total net profits was not quite as great).

Last year was both a good and a bad year for the banks, the profits of which in any given year are strongly influenced by the state of the Danish bond and share markets. The change over the year in the value of the securities portfolio, whether realised or not, goes with almost no adjustments into the profit and loss account.

With bond and share prices up sharply in 1988, the banks were almost all able to report a substantial increase in profits. Their operating earnings, however, were severely dented by large loss provisions. In many cases provisions were more than doubled.

The banks resent the suggestion that provisions tend to be inflated in years when the adjustment for security values shows a big profit, thus reducing their taxable profits, and in 1988 their protestations were probably genuine. There was a 45 per cent increase in bank

Continued on next page

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NORDIC BANKING 4

A period of stabilisation is now expected in the Danish equity market

Shipping shares remain strong

DANISH INTEREST rates bucked the international trend in 1988 and moved down in both the long and the short-term markets, paving the way for a strong performance by the equity market. Economic stagnation and weak demand for credit was one of the factors influencing developments, coupled with a rate of inflation consistent with a narrowing of the gap between the yields on Danish and German bonds. Other, more specific, changes also helped the corporate sector. A Danish International Ship Register was established, enabling ships under the Danish flag to employ non-Danish personnel. The DIS, together with the revival in international demand for shipping services, sent the shipping share index up by 125 per cent in 1988, and shipping shares have remained strong in the first months of this year. A change in the basis on which payroll taxes are raised last year contributed to a good performance by exporting companies. Payroll taxes were changed, in essence, to the value added tax principle, and VAT exempts exports. Thus wage costs in industry rose by only about one per cent in 1988, although wage rates were up by over six per cent. For companies which sell predominantly abroad, the change had an influence on profits. The market continued to move up in January this year, but has subsequently stabilised, waiting, as one broker said, to see whether 1988 corporate accounts have lived up to expectations. As always where the Danish equity market is concerned, many brokers feel the system is too sophisticated for a small market. One major problem has arisen as well: many of the smaller and less interesting shares and bond series are simply ignored by dealers, who concentrate on the large and liquid securities. An attempt has been made to solve the problem by allocating periods each day when attention is supposed to be focused on a particular group of papers - a reversion to an electronic equivalent of open outcry - but this does not seem to have solved the problem. Last year saw the introduction of a market in futures and options, but unresolved problems of how profits and losses in the market should be taxed mean that big institutional investors are not participating in the market, and until they do, the market will remain small. The tax problems are unlikely to be solved until next autumn at the earliest, when they will be considered by the government in the context of other tax reforms which are in preparation. Hilary Barnes

Karen Fossli on the gradual recovery of Norway's ailing banks

Move towards improved profitability

DRACONIAN cost-cutting measures introduced by Norway's ailing banks have begun to yield results, towards improved profitability, despite a high level of loan losses which will be sustained at least throughout this year. Consolidation of Norway's financial institutions in the form of more prudent lending practices and the necessity to meet more stringent capital requirements will hold in check the level of future expansion, however, limiting the scope they have to contribute to the overhaul of Norway's economy. To take the commercial banks, the volume of Den norske Creditbank's (one of Norway's top three banks) loans, for example, was cut by 10 per cent while assets have been pared to 20 per cent. DnC suffered greater loan losses and losses on securities than its two main competitors, Bergen Bank and Christiania. While the other two banks have benefited from a drop in interest rates - the central bank since May last year cut its key overnight lending rate to 11 per cent from an earlier high level of between 16 and 17 per cent, allowing the banks to increase profits on loans - what they borrow and what they lend - DnC's non-performing assets continue significantly to affect its potential for generating revenue. Indeed the bank admits that although net interest income as a percentage of total assets improved, interest payments on a number of non-performing loans made a negative contribution to its overall result. For 1988 DnC revised upwards by Nkr300m (£26m) losses on loans and guarantees to Nkr1.8bn. However, DnC did progress. Pre-tax operating profits for last year reached Nkr881m against a deficit in 1987 of Nkr254m. At the net level the bank experienced a decrease in losses to Nkr966m versus Nkr1.470bn last time. For the second year running, however, DnC will pass its dividend payment. Bergen Bank improved its pre-tax profits before losses on loans and guarantees by 40 per cent to Nkr1.1bn versus Nkr795m in 1987. Loan losses reached Nkr800m versus Nkr515m, but the bank is proposing to pay a dividend of 10 per cent or an option of dividend shares. Pre-tax profits in 1988 after

loan losses will reach Nkr200m versus Nkr515m. Bergen is viewed, however, as being relatively better equipped with equity and reserves than its two main domestic competitors. During the period 1986 to 1988 Bergen out-performed DnC and Christiania probably because it did not depend on securities-related operations and because its large loan losses came later than the other two big banks. Bergen's cost-cutting programme is aimed at a 10 per cent reduction, or some

year, although they broke a trend by improving their equity capital base to 5.8 per cent from 5 per cent to Nkr12.5bn, for the first time in four years, helped by Nkr23m raised in subordinated loans and through the issue of primary capital certificates (PCCs), a new financial instrument which is listed on the Oslo Bourse. Two PCCs have been issued and one is in the final stages of preparation. As a group the savings banks had a capital ratio of about eight per cent, based on

tionally as Union Bank of Norway, Norway's largest savings bank, said that it will experience losses on loans and guarantees of Nkr950m in 1988 against Nkr300m in 1987. For ABC/Union this will translate into a deficit of Nkr600m for the year despite a 17 per cent increase in operating profits. The bank has been forced to cut staff by 13.5 per cent. A radical reorganisation into five divisions is also to be implemented to reduce costs by Nkr2m this year. It aims to increase interest income this year by Nkr190m, while a goal of increasing other earnings by Nkr80m has been set. Operational costs are to be slashed by 7.5 per cent of Nkr100m and sales of loans and securities holdings are to be made. However, Norway's savings banks are undergoing a fundamental change in their behaviour. They are beginning more to resemble commercial banks in that they are becoming more international and have been given permission to use PCCs to raise fresh capital. Hitherto they were self-owning, self-financing institutions. Mr Trond Reinertsen, managing director of the Norwegian Commercial Bank's Association observed recently that "the former ideology of the savings banks has given way to commercial forces forcing the banks to become joint stock enterprises. In the longer term we are likely to see joint ownership of the savings banks," he predicts. Mr Geir Bergvoll, senior general manager of ABC/Union, thinks that the savings banks are challenging the commercial banks on their home

ground. However, he believes that their access to the international capital markets will be limited by their lack of an international credit rating. "Some banks are running Euro-commercial paper programmes but international funding takes the form of short-term Euro-deposits," according to Mr Bergvoll. ABC/Union is the first savings bank to achieve this status as a foreign-exchange bank. However, it awaits formal approval from the central bank so that it may potentially deal in any product as long as its position against the Norwegian krona remains neutral. Mr Bergvoll explained: "In practice foreign operations of the savings banks is limited to 95 per cent of total assets. ABC/Union is alone in operating an interbank spot and forward currency trading desk quoting two-way prices versus an international market." Total savings banks assets with foreign debtors was estimated at Nkr9.1bn by mid-1988, or 3.2 per cent of total assets, while liabilities to foreign creditors is put at 9.2 per cent. The savings banks are undergoing a consolidation since the 1980s the number of savings banks has been sharply reduced through mergers to 150 from 600. Mrs Berit Klemetsen, managing director of the Norwegian Savings Banks' Association, predicts that by the year 2000 there will be a further reduction by about one-half of which about five to six savings banks will represent about 90 per cent of aggregate assets. By comparison, currently about 10 account for about 60 per cent of aggregate assets, from 25 per cent in 1970.

NORWAY

Nkr200m annually. At the end of February Bergen announced a one-for-five rights issue to increase its share capital by Nkr289.7m to Nkr1.75bn, but the bank is more likely to raise some Nkr400m. Last autumn it shelved plans for a Nkr302.7m rights issue but by June this year it is likely to return to the market to fill a seven per cent vacancy in its foreign share quota which was boosted to 25 per cent from 20 per cent. Approximately 18 per cent of the foreign quota is filled, of which about one-half is owned by Bergen's three partners in the Scandinavian Banking Partners unit comprised of Skandinaviska Enskilda of Sweden, Union Bank of Finland and Denmark's Privatbanken. Christiania Bank is also proposing to pay a dividend of Nkr12 per share for 1988 accounts. Group operating income reached Nkr1.3bn in 1988 versus Nkr926m, although losses increased to Nkr1.090bn versus Nkr956m. The improvement in operating income is largely attributed to reorganisation of the bank which began at the end of 1986, an improvement in interest rate margins, the abolition of the reserves requirement for banks and a reduction in costs as a percentage of assets at 2.39 per cent in 1988 versus 2.51 per cent the previous year. The bank bounced back in 1988 with profits of Nkr210m compared with losses in 1987 of Nkr574m. The savings banks, however, have doubled to Nkr3bn losses on loans and guarantees last

Cooke Committee capital adequacy requirements. This year they aim to cut staffing levels by five per cent, versus 2 per cent in 1988, and will close between 50 and 100 branches. For 1988 aggregate operating profits will total Nkr3bn, or 1.26 per cent of total assets, versus Nkr2.7bn and 1.28 per cent respectively. They will break even in 1988 although heavy losses on loans are forecast for 1989, albeit on a smaller scale. Higher operating profits are also forecast in 1989 to 1.5 per cent of total assets which will be helped by higher net interest income and lower operating expenditure. Operating profits are estimated to reach Nkr3.5bn, while loan losses will be in the range of between Nkr2bn and Nkr3bn. Net profits are expected to reach Nkr0.8bn to Nkr1.8bn, or 0.3 per cent to 0.7 per cent of total assets. ABC Bank, known interna-

Candidates for merger

Continued from Page 3 ructions last year, as well as a 48 per cent increase in foreclosures against owner-occupied dwellings, two figures which indicate how hard-pressed the private sector was. The large loss provisions mean that bank profits before the adjustment for the value of the securities portfolio and extraordinary items were not impressive. Privatbanken made Kr522m by this measure, up from Kr470m in 1987, but the parent bank made only Kr221m, down from Kr290m. Handelsbank made Kr381m and in the parent bank the result was a meagre Kr191m. SDS made Kr270m, down from Kr515m in 1987. The profit performance of the banks from domestic business is causing the Danish Banker's Association to emphasise that the banks must reduce their costs - not just slow-down the rate of increase in costs - over the next few years, arguing that consolidation is crucial in the current climate of financial deregulation and the increasing competition which this brings. An interesting fact to emerge from the reports of the larger banks is that they are making good money from their subsidiaries abroad. About half of Privatbanken's ordinary earnings were made in its Luxem-

hour subsidiary, returning a pre-tax profit of Kr133m and, in London, Kr96m. A substantial part of the business done by the Danish banks abroad is with non-Danish business customers. The reason they are able to obtain this business is, they say, the high and personalised standard of customer service which is the norm in Denmark. When small and medium-sized businesses come across this treatment in the UK or the US, they are impressed. The most significant change to take place in the Danish banking world this year concerns the savings banks, which are now permitted to convert themselves from self-owning institutions, controlled by their depositors, into joint stock companies. Since the early 1970s the savings banks have been permitted to do all the same kinds of business as the commercial banks, but they have been at a disadvantage with the commercial banks in that they cannot go to the market to raise new risk capital. This has become possible through legislation which went onto the statute book at the New Year, but the legislation has left a trail of controversy. The opposition Social Democratic Party claims that the legislation may lead to the expropriation of the reserve capital in the savings bank, held by the depositor-guarantors, by the new shareholders. The party is therefore planning to contest the conversion of the savings banks to joint stock companies in the courts. The Savings Bank Association says the Social Democrats are talking through the back of their hats and is advising banks which wish to change their status to go ahead. First to change its statutes will be Bikuben, the second largest savings bank. SDS is expected to follow suit in the autumn. The legislation is designed to ensure that the democratic structure, which is characteristic of the savings banks, will not be destroyed. For example, the system by which depositors in local elections choose the board of directors will be maintained. New investors buying shares in the savings banks will not be able to gain control either. No single shareholder will be able to vote for more than 10 per cent of the shares, and there will be differential voting rights. The accumulated reserves of the banks will be controlled by a foundation, which means that it will not be accessible for the direct control of the shareholders.

The roots of Norway's banking difficulties lie in the economy Unemployment at record levels

NORWAY'S banks have been hard-hit by record losses on loans and guarantees for two years running. This caused weak profitability and a decline in their capital adequacy. This year is not likely to be an exception as the rate of bankruptcies continues to increase to record levels although the level of losses is forecast by authorities to subside. Forrettings-Forum, a leading Norwegian debt collector, claims the number of de facto bankruptcies in 1988 is likely to have been 12,000 rather than the official 3,494 if "grey bankruptcies" are included - these are not listed in official computer statistics because when they go bust they have no assets worth pursuing. To understand fully the root of the problems within the banking sector, difficulties within Norway's economy need to be understood. Norway's oil-dependent economy was ravaged by a sharp decline in world crude oil prices in 1986, followed by a devaluation of the krona. This has forced a major economic adjustment process which will continue for several years. A wage freeze in 1987 inhibited consumer spending while a decline in the oil and gas sector - which provides the country with 12 per cent of its gross national product - levelled out to stagnate growth first in energy-related businesses. Norway failed to counteract rapidly increasing credit demand making loans more expensive. "We also failed to control growth in wages to allow a stable growth environment," admits Mr Trond Reinertsen, managing director of Norway's Commercial Banks Association. Loan losses are split between commercial losses which account for 88 per cent of the total and losses from private individuals and households which account for the balance. It has been estimated by the Norwegian Savings Banks' Association that between 1982 and 1987 bank lending to the public sector rose annually by an average of 20 per cent, a level which could have hardly been sustained no matter what

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Foreign ownership rules on the Oslo bourse have been relaxed

Liberalisation helps to fuel interest

THE OSLO BOURSE this year was given a new lease of life, helped by an improvement in Norway's economy, somewhat higher world crude oil prices, and liberalisation by the minority Labour Government of foreign ownership rules.

The bourse has been struggling for more than a year to recover to pre-crash levels before the world stock market crash in October 1987.

It continues to push towards its all-time high index level of 445 points and has sustained a daily trading volume of around Nkr250m (251.5m).

Last December the government also helped fuel interest in Oslo by suspending, for at least this year, a one per cent turnover tax which was introduced at the start of 1988. Although foreign investors were not directly influenced by the tax, the government's gesture came as welcome positive psychological news.

Investors have also been allowed to increase the amounts they put into tax-favoured savings funds.

Sweden's move in January to allow unrestricted investment in foreign equities also helped

to charge the power driving Oslo.

For much of 1988 Norwegian equities were focused on Norsk Hydro, Hafslund Nycomed and the shipping sector.

However, since the autumn of last year, international interest in the market has increased and a number of major companies, including Orkla Bergegard, have moved

The bond market could be reopened to foreigners

to take advantage of the government's recent liberalisation of the rules for foreign ownership.

Such interest is reflected in the result of a survey recently conducted by Chase & Company, a London-based investor relations specialist.

Of opinions among UK institutional investors on Scandinavian equities, a breakdown of the value of institutional portfolios between the four countries showed Norway ranking second with the relatively high

figure of 29.5 per cent, behind Sweden at 53.6 per cent, and ahead of Denmark at 8.6 per cent and Finland at 8.3 per cent.

With regard to expectations for 1989, sentiment on the Norwegian market was particularly bullish with in excess of 40 per cent of the sample indicating particular optimism compared with 20 per cent for Sweden, 17 per cent for Denmark and 12 per cent for Finland.

Concern, however, was recorded with regard to the Norwegian economy's dependence on a relatively high level for world crude oil prices being sustained with some 67 per cent of the fund managers registering this as an important factor.

Furthermore, a lack of stock-market regulation was cited by 43 per cent as a serious worry.

At the end of January, 130 companies and 940 bonds were listed on the Oslo bourse. Total market capitalisation of listed companies reached Nkr123 billion, an increase of about 18 per cent since the end of last year.

Par value of listed bonds totalled Nkr226 billion by February.

In February Mr Hermod Skanland, the governor of the central bank, signalled that Norway's bond market could this year be reopened to foreigners after five years of closure.

Norway closed its bond market in 1984 when an attempt at deregulation by the authorities led to a sharp upsurge in new bond issues and a jump in domestic interest rates to around 15 per cent.

A government-appointed committee, headed by former finance minister Mr Per Kleppe, recommended that Norway scrap currency regulations before the European Community's planned internal market comes into being by 1992.

Norway has begun cautious regulation to bring it more into line with the rest of Europe. These regulations include the ban on foreigners trading bonds.

Oslo bonds have traded quietly of late despite the weakness of the economy and the gradual reduction in market rates by the central bank.

If foreign investors are to be allowed direct access, they could find long-term yields

attractive given the way recession has reduced Norwegian inflation to close to four per cent at the latest count.

The exchange has 31 members, including brokerage departments of the banks and private brokerage firms.

In 1987 turnover of listed equities reached Nkr90bn compared with Nkr80bn in 1986 and 1985.

The government owns about 8 per cent of share capital issued

According to Mr Erik Jarve, president of the exchange, capitalisation of the Norwegian market is low. The average price/earnings ratio is 6.5 per cent.

Institutional ownership is about 17 per cent compared with private domestic ownership of about 23 per cent.

The government owns about 8 per cent of share capital issued, mostly in Norsk Hydro, Norway's largest publicly quoted company.

Last May Oslo introduced

Olli Virtanen reports on Finland's banks

A changing environment

BY ANY measure 1988 was a boom year for the Finnish economy, and for the money markets in particular. In fact, the pace of growth has been the fastest for the good of the country. The government and the Bank of Finland are now busy trying to devise fiscal and monetary measures to curb excess liquidity and put brakes on the rapidly growing current account deficit.

Total Finnish exports, which make up one third of the country's GDP, grew by 4 per cent last year despite perennial

rates. The Bank of Finland hiked the cash reserve deposit requirement from 4.9 to 7.8 per cent during last year in order to cut down lending. The cash reserve deposits have grown from Fm5.5bn in January 1988 to Fm21.3bn in February 1989. Furthermore, the Bank of Finland has actively intervened with money market instruments.

In February the central bank raised the self-imposed cash reserve deposit ceiling of 8 per cent to 12 per cent. At the same time it announced a tar-

FINLAND

trade problems with the Soviet Union. Both forest and metal industries enjoyed brisk demand, notably in western Europe.

Yet the biggest contributor to the 4.6 per cent growth of GDP was domestic demand. In words of Mr Rolf Kullberg, Governor of the Bank of Finland, firms were indulging in an "orgy of consumption".

Increased spending boosted imports by 10 per cent last year, reducing the trade surplus to almost zero. Liquidity is largely due to the generous pay increases and tax reductions during the past two years and, in particular, to the banks' liberal lending policies.

Banks and larger companies are able to borrow money freely on the international markets where the comparable interest rate is some 3 percentage points lower than in Finland. Capital inflow raised the central bank's currency reserves to Fm25bn (24.4bn) at the end of February.

Despite the hefty currency reserves and the gradual appreciation of the Markka, domestic interest rates have not declined - on the contrary, the 3-month Helibor (Helsinki Interbank Offered Rate) shot up by 2.5 percentage points last year to 11.74 per cent, while the 5-year rates rose by 1.5 percentage points to 11.8 per cent.

The banks blame the central bank for the high interest

get to reduce the growth of lending, which topped 30 per cent last year, to half. The central bank negotiates with banks for setting individual ceilings for each banking group.

One sceptical Finnish cartoonist capped the situation recently by referring to a bank's TV commercial which promises "a loan in 15 minutes": from now on, he suggested, the decision will be made in 30 minutes.

The Bank of Finland does face a hard time trying to cut consumption. It was arm-twisted by the government and the labour market organisations to lower the base rate at the end of this year from 8.0 per cent to 7.5 per cent as a contribution to the incomes settlement. The measure was, of course, totally opposite to its monetary principles.

The central bank has, in recent years, been widely acclaimed for gradually liberalising the money markets. Now it may be short of weapons to regulate the markets. On the other hand banks are not expected publicly to oppose the plans to cut lending. Some analysts still estimate that it may take a while before the current account deficit, which rose from Fm8.5bn in 1987 to Fm12.6bn last year and will probably sink to Fm16bn this year, starts climbing back.

Karen Fosell

By Mr Skaanland's own admission, "it may be easier for the savings banks to meet these requirements but I feel fairly confident that, in general, the banks will be able to fulfil capital ratio requirements and maintain their solidity." Standard and Poor's, the US-based international rating agency, admits that Norway's financial institutions need to improve their core capital to comply with BIS guidelines.

Although never demonstrated, Mr Knut Getz-Wold,

um-sized commercial bank, had its obligations guaranteed by the Guarantee Fund of the Commercial Banks, which will also operate the bank for a transitory period of time, and had its liquidity supported by the central bank. Sunmoersbanken was damaged by bad loans to the petroleum and fishing sectors.

Sparebanken Nord and Tromsø Sparebank, two northern Norway savings banks, have also received a guarantee of up to Nkr600m from the Guarantee Fund of the Savings Banks, and the central bank is to make a deposit with a merged bank, comprised of the two, at a reduced interest rate. The banks lost their equity capital.

Although Norway's "safety net" for the banks was demonstrated to be in operating form, scepticism and consternation has been expressed internationally about a shift in policy of central bank support.

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Unemployment at record levels

Continued from page 4

Approximately Nkr5.4 billion (246m) was allocated to reducing unemployment, to between 30,000 and 35,000 from its current level of 86,000.

According to Mr Hermod Skanland, the governor of the central bank, the country has seen an improvement in traditional exports - light metals, wood and pulp - which increased to 6 per cent in 1988 from 0.3 per cent in 1987, helping overall improvement in the economy. Imports also declined last year to 2.3 per cent from 6.7 per cent the previous year.

Mr Skanland has pledged the support of Norway's banking system. "In any event, the central bank will take the necessary steps to maintain confidence in our financial system," he said recently.

This was demonstrated earlier this year when for the first time since the Great Depression of the 1930s, one commercial bank and two savings banks had to rely on outside support to sustain operations. Sunmoersbanken, a medi-

um-sized commercial bank, had its obligations guaranteed by the Guarantee Fund of the Commercial Banks, which will also operate the bank for a transitory period of time, and had its liquidity supported by the central bank. Sunmoersbanken was damaged by bad loans to the petroleum and fishing sectors.

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NORDIC BANKING 6

Finland's KOP and Sweden's Gota group

A formula for strength

THE CLOSE co-operation between Kansallis-Osake-Pankki (KOP), Finland's leading commercial bank, and Sweden's Gota banking group, may well provide a formula for other Nordic banks when they prepare for the deregulated finance and capital markets in 1992.

Realising that the Nordic banking scene will not remain untouched in an increasingly liberal Europe, KOP and Gota Group forged links last year in a deal which, in effect, gave KOP 16 per cent ownership in the Swedish bank. KOP bought the shares from Proventus, the Swedish investment company, through two purpose-designed investment companies. Later KOP also acquired 60 per cent of Hagglof Ponspach Gota Securities, the London-based securities house of the Gota Group.

"We bought as much as we could under the existing Swedish regulations," says Mr Peter Fagernas, executive vice president, investment banking of KOP, who is the bank's mastermind behind the linkage.

Regulations concerning foreign ownership, foreign exchange dealings and other financial and capital market operations will inevitably be further liberalised in the Nordic countries. This development will put increasing pressure on the Nordic banks, which will also face more competition in their home territory. Although foreign banks have had a relatively tough time both in Finland and in Sweden, liberalisation may attract a second wave of foreign banks to those countries.

Mr Fagernas makes no secret about the fact that the KOP-Gota linkage also had a defensive aspect. He regards large German banks, in particular, as potential rivals on the Nordic markets.

The philosophy behind the KOP-Gota plan was to create a Nordic banking entity which, through cross-ownership and extensive co-operation, could cope with 1992. The combined total assets of the two groups amount to SKr270bn.

On the more practical level, the banks have aimed to cut

costs and create synergy between corresponding activities including corporate, retail and investment banking as well as foreign operations.

The newly-named Kansallis Gota Securities in London is a case in point. The Nordic securities house now combines

The banks have aimed to cut costs and create synergy between corresponding activities

equity sales and research for both banks and, Mr Fagernas believes, provides the unit with the critical mass needed in the competitive City.

The two banks' international networks have seen extensive pruning. Each bank now also represents the other in capitals where only one of them used to have a presence. And in centres such as Hong Kong, where each had an office, the

operations will be moved under the same roof.

In corporate banking KOP and Gota aim to increase cross-border activities. After all, as Mr Fagernas puts it, Sweden amounts to a home market for KOP, while Gota sees Finland the same way. The co-operation also enables KOP to tap into Gota's domestic network and perhaps penetrate retail banking, too.

KOP opened a subsidiary in Stockholm when the Swedish government allowed foreign banks to establish operations in that country. But the subsidiary remained deeply in the red until it was closed in connection with the Gota deal. Mr Fagernas, who was also managing director of the subsidiary, acknowledges that building up an operation alone in Sweden is tremendously taxing. But with Gota the Finnish bank will be able to reap many of the same benefits with much less effort.

During the first year of close co-operation the two banks have concentrated on practical network rationalisation. But it is assumed that there will also be more strategic decisions made in digging the trenches for 1992.

Olli Virtanen

British customers in their financing needs.

Skopbank, the savings bank group, has been most active on the Finnish capital markets. Its investment policy is more risk-orientated but so far has paid ample dividends. Skopbank actively invests in domestic and foreign securities as well as domestic real estate. The banking group is now determined strongly to penetrate the international capital and money markets.

Postipankki, the post office bank, became a commercial bank at the beginning of 1988 and it is currently paving the way for a possible listing on the Helsinki Stock Exchange. Postipankki suffered from a securities market scandal last summer by failing to apply the HSE rules, but it has quickly consolidated its position.

Last year brought record profits to all banks but 1989 could be more difficult. They will not be able to rely on cheap funding and the current demand for consumer loans will also subside. And then there will be increasing pressure from the foreign banks offering services to Finnish companies, both from their offices in Helsinki and abroad.

Robert Taylor on Iceland's economy and its banks

Cautious moves into the open

THE ICELANDIC economy continues to be dominated to an inevitable but unhealthy degree by the fishing industry which is suffering from a slump in world fish prices.

As a result - fish make up 75 per cent of the country's exports - it remains extremely sensitive to fluctuations. This year's current account deficit looks likely to be 5 per cent of its gross domestic product, compared with 4.3 per cent in 1988. Iceland's foreign debt totalled a huge 40.8 per cent of its GDP last year and it is expected to deteriorate still further to 43.0 per cent in 1989.

The rise in the cost of living during 1988 was 25 per cent, though this figure looks set to drop to an annual rate of around 12 per cent this year. Over the past 15 months the Icelandic government has found it necessary to devalue the country's currency on five separate occasions.

In its budget for 1989 published last October, the government said that its primary objective was to eliminate the budget deficit over the next 12 months. The deficit was estimated to be \$120-140m last year, the equivalent of 2.5 per cent of the country's gross domestic product and nearly 10 per cent of the government's entire expenditure.

This involves a reduction of 3.5 per cent in real terms in private consumption and it is estimated that Icelanders will suffer a 5 to 6 per cent cut in their real household incomes this year, compared with a much smaller decline in 1988.

In the past Iceland has tried to deal with its deficit through having it funded by the Central Bank and by foreign borrowing. But in its latest and critical report on the Icelandic economy, the Paris-based Organisation for Economic Co-operation and Development (OECD) complained that "the rather loose control of borrowing abroad, in conjunction with strict supervision of capital outflows, had created a growing imbalance between the domestic and external sectors". Because of capital controls, the government was able to keep the krona stable and price inflation relatively low in the face of excess demand and a growing current account deficit.

The OECD report went on to argue that an expansion of the foreign borrowing operations

of Iceland's commercial banks, leasing companies and investment credit funds had provided a base for what it described as "excessive domestic credit expansion, which undermined monetary tightness and fuelled excess demand and inflation in the domestic sectors of the economy".

In its view the remedy ought to be a freeing of capital flows in and out of the country. But OECD admitted: "Such a policy

may be more difficult to operate in a small open economy with a relatively narrow export base and subject to wide terms of trade shocks, than in a large and diversified industrial country with sophisticated financial markets".

In fact, Iceland only began to liberalise its banking system during the past four years. Legislation was passed in 1986 enabling the commercial banks the freedom to decide their own interest rates, but at the same time allowed the Central Bank better control over the expansion of the monetary base.

to current international developments, giving access to Icelandic companies to a similar financial market as their overseas competitors.

These look like being important elements in a wide-ranging package of measures that the government is promising to introduce shortly. These would liberalise still further the Icelandic banking system by making it more competitive.

As the Central Bank explained last month: "The objective is to reduce the debt service burden of both households and firms by increasing competition and efficiency in

There is a real possibility that foreign banks will be allowed to operate in Iceland

As the governor of the Central Bank Dr Johannes Nordal explained to the country's first international bankers' conference last October, this strategy stemmed from a realisation by the government that it needed to move to a more open and market-oriented financial system. The result, in his view, has been to transform the Icelandic financial market "out of recognition" with "an explosion-like increase" in the issue of new bonds and other financial instruments through trading on the stock exchange which opened its doors in 1986.

Ever since the 1930s Iceland has been reluctant to encourage foreign participation in the country's banking system. Under the new banking law, foreign banks are only allowed to have representative offices and not to establish branches while foreigners cannot own shares in Icelandic banks. But further changes seem to be on the way.

the domestic banking system and strengthening the ties between the domestic and overseas financial markets."

Mr Hermansson announced early last month that the authority of domestic companies to borrow abroad with a government guarantee or a guarantee from a state bank or investment credit fund was to be curtailed and their authority to borrow overseas in their own right was to be liberalised.

In line with the other Nordic countries, Iceland is also reviewing its existing rules that cover capital movements and cross-border financial services. The government made it clear last month that the country's domestic banking system would have to adjust to changing circumstances in the wake of the EC's plan to integrate financial markets in the Community by 1992.

This is a major step for Iceland to take, opening up the

country to overseas financial competition. There is a real possibility of allowing foreign banks to operate in Iceland, at the moment the government is actively looking into the idea.

Recently the government announced that it intended to amend the 1986 Central Bank Act so that the Bank's authority can be extended. This will ensure that it can limit the freedom of the banks to determine their own real interest rates. Existing authority means it can ensure that real interest rates are not higher than in neighbouring countries and that the interest rate differential on deposits and loans does not become excessive.

The reforms of recent years have made interest rates much more sensitive to changing external circumstances and, as a result, the level of real interest rates has gone up.

In July Iceland is to have a new value added tax system, bringing it into line with the rest of the Nordic area with a single tax band of 22 per cent levied on a broad range of goods and services, though excluding exports, international freight and the sale of newspapers. Action has also been taken to reform the corporate tax structure in Iceland. The 1988 tax reforms introduced a single income tax rate of 35.3 per cent, composed of a state tax of 28.5 per cent and a municipal rate of 6.7 per cent.

The OECD report suggested that further measures ought to be considered by Iceland to complete its tax reform, including a "phased extension of privatisation and increased opportunities for direct inward capital investment, with a view to improving the efficiency of capital allocation".

But with its current economic troubles Iceland can be expected to move with caution in the further liberalisation of its financial affairs. In the view of the Central Bank governor this strategy will involve the "steady dismantling" of financial restrictions rather than any "sudden abolition of all controls". By the standards of the other Nordic countries, Iceland still has a long way to go towards a more open economy, though nobody believes that it will best a retreat out of panic or ill-judgement.

A changing environment

Continued from page 5

Meanwhile Finnish banks are busy trying to adapt to the changing environment. They face pressures both on the cost and the revenue side.

On one hand all banks are approaching the end of comfortably wide interest rate margins. An increasing share of their funding comes from the money markets, not from the traditional low-interest deposits. All deposits increased by a record 28 per cent last year but the growth came largely from the higher interest yielding 24-month deposits, which grew by 66 per cent.

Excluding the exceptional rise in the term deposit, which was largely due to the new law exempting those deposits from tax for another three years, money market funding increases much more rapidly than funding from deposits. One simple reason for this is that firms do not really want to save any more. Last year they consumed practically all their earnings and the savings ratio was 0.5 per cent.

As the narrowing interest rate margin reduces revenues, banks have turned to cost cut-

ting. The traditionally large network of branch offices is by all accounts a burden but, at the same time, it is difficult to prune. Opposition from bank employees and the public has stopped some plans to shut branches in sparsely populated areas. The banks' profits are now mostly generated in investment banking and corporate banking activities.

The banks have also turned to automation and a "natural" reduction in labour force. Automated cash points, many of which accept every bank groups' card, are a standard feature at most busy street corners. The next generation of automated banks, introduced recently by Kansallis-Osake-Pankki (KOP), will exchange currencies, make other transactions and give you information about securities. Customers can even use a safe deposit box (with sensors registering your weight, fingerprints and signature before letting you in) without a clerk.

Union Bank of Finland (UBF) took another tack in March by deciding to start selling insurance policies at the cash till. According to the co-

operation agreement UBF branches will sell life insurance and personal insurances of Sampo, Yrittäjien Fennia and Eläke-Varmu, the three Finnish insurance companies. The Finnish Bank Inspectorate approves the plan providing that a bank will sell policies of at least two competing insurance companies.

Different banking groups now develop their own distinct strategies - only a few years ago they intended to walk the same line. Earlier this decade all banks were poised to internationalise, all of them aimed to attract more corporate customers and all of them jumped on the securitisation bandwagon. Now an invention by one bank is not automatically copied by others. Although KOP and UBF still often spearhead a development, other banking groups have also found their own niches.

Okobank, the co-operative banking group, is arguably the leader in developing innovative banking card systems. Meanwhile it became the first Finnish bank to open a finance company in London, largely concentrating on servicing



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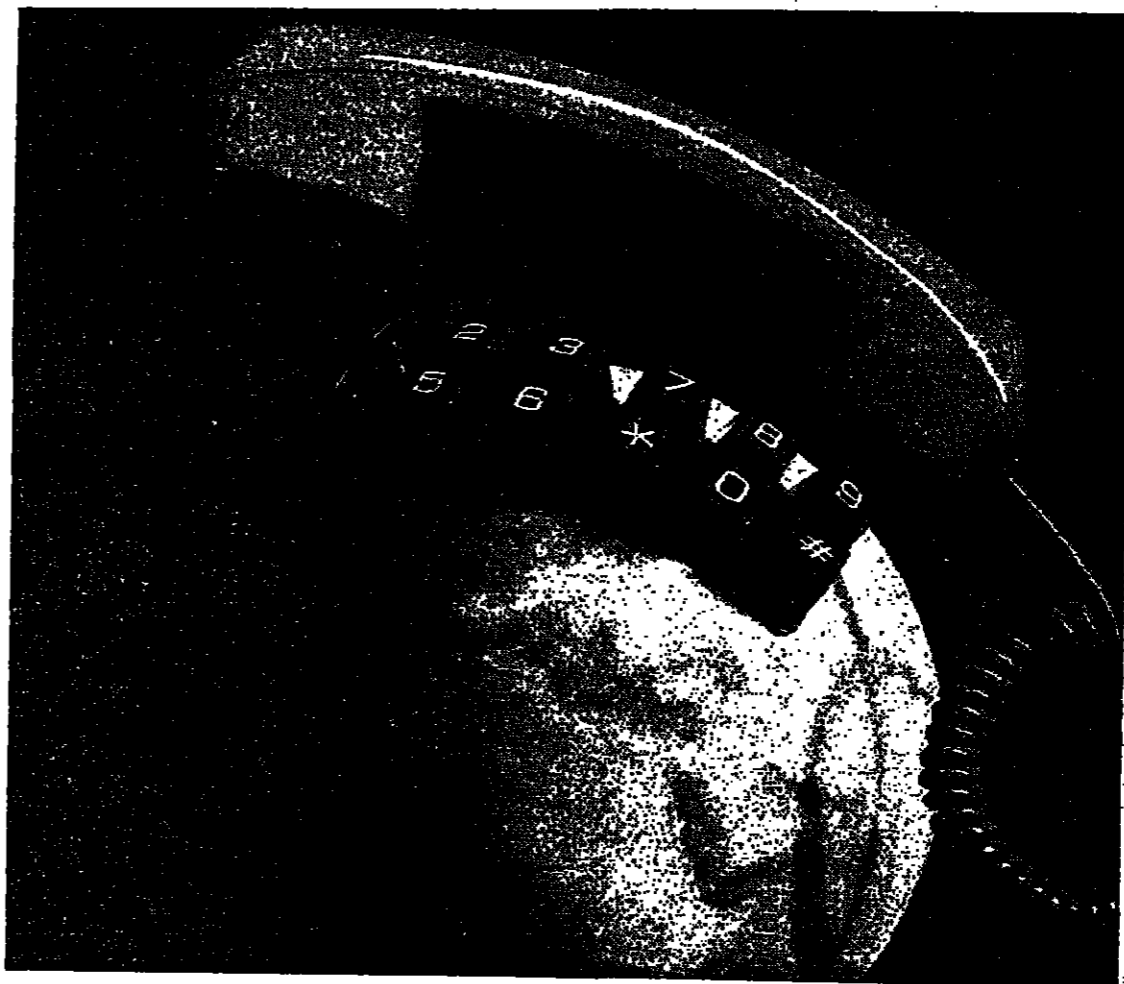
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world. It has 470 domestic branches, branches in London, New York, Singapore and the Cayman Islands and subsidiaries in Helsinki, Luxembourg, Nassau, Singapore and Zurich. The Group has representative offices in Frankfurt, Hong Kong, Moscow, Stockholm and Tokyo.

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FINANCIAL TIMES SURVEY



Kingston upon Thames, for long a town of strategic, commercial and administrative

importance, is looking forward to a buoyant future — but boundary issues in south-west London raise key questions, as Richard Evans explains here.

Transformation under way

THE Royal Borough of Kingston upon Thames is going through something of a renaissance, although you would not necessarily appreciate it from a quick visit. Parts of the town centre still resemble an extended building site as the inner relief road is completed and impressive new store developments are reconstructed as part of the strategy to ensure Kingston continues to be one of the major commercial and retail centres in the south east.

To residents and visiting shoppers alike, it seems at least a decade since the reconstruction started; in fact, it is less than three years, and the end is now in sight. Only then can a final judgment be made on whether the inconvenience, the delays and the dirt have been worthwhile — but the preliminary verdict is extremely encouraging. There is a tangible feeling of optimism and excitement among the borough's civic and commercial leaders.

What has never been in doubt is the need for drastic changes, not for the first time in the town's colourful history. From Saxon times, when seven kings are believed to have been crowned there, through the Middle Ages and the granting of the first royal charter by

King John in 1200, to the present day, Kingston has been a town of strategic, commercial and administrative importance.

But it also known lean times — for example, when the maiting trade collapsed in the last century, and when the local burghers foolishly backed the coaching trade against the railway, which went to Surbiton instead.

More recently, in the 1960s, the town was becoming a victim of its own success. Its narrow streets and lack of parking spaces could not cope with the influx of shoppers, and on one infamous Saturday in 1964 it locked solid with traffic for over four hours. Nothing moved. The phenomenon was reported worldwide, and it eventually triggered the ambitious schemes that are about to come to fruition.

Three major developments, a new John Lewis store, a big expansion by Bentsalls, the town's 120-year-old department store, and the Charter Quay scheme which will open up more of the borough's long neglected river frontage, are at the heart of plans to bring Kingston back into contention with, and to overtake, nearby commercial competitors such as Brent Cross, Croydon and Guildford.

But before any of the



Kingston Market: the town retains much of its old character, although major new developments are taking shape.

The Royal Borough of KINGSTON upon Thames

The ancient origins of Royal Kingston

KINGSTON upon Thames is one of the four Royal Boroughs in England and Wales. Windsor and Maidenhead, Kensington and Chelsea and Caerleon are the others.

Its place in English history was established in the 10th century as the coronation place of Anglo-Saxon kings. The number of kings usually accepted as being crowned at Kingston is seven, although not all can be positively authenticated.

It is usually assumed that Kingston derives its name from "King's Stone," referring to the Saxon coronation stone outside the Guildhall, but the earliest written references, well before the coronations,

is to "Cynigesstun" meaning a royal palace, enclosure or estate. Historians have also identified a more specialist significance for the term "kingston" as a royal estate which was the centre of judicial and financial administration over a wide area. The stone is now a monument near the historic Market Place.

Still dominating the Market Place is the old Town Hall which was enlarged and

rebuilt during the reign of Queen Anne and rebuilt again in 1830, but a statue by Francis Bird of Queen Anne still stands over the entrance to what is now the Market House.

The town has several Royal Charters and had acquired full incorporation as a Borough by 1481. It has two parliamentary constituencies: Kingston upon Thames and Surbiton.

Arthur Dawson

main architect of the changes. With the first road contract signed, John Lewis decided to go ahead with its planned store, and Bentsalls saw it could realise the full potential of its site in the heart of Kingston.

The John Lewis development on the old Horsefair site near the bridge, scheduled for opening in the autumn of next year, is by the innovative architects Ahrends Burton and Koralek and will be as remarkable and controversial an addition to the Thames riverside as Quin-

lan Terry's classical office development in nearby Richmond. A key section of the relief road will run diagonally under the store.

To meet this challenge, Bentsalls, whose name has been almost synonymous with Kingston in shopping terms, is rebuilding its flagship store and, with Norwich Union, is developing the £150m Bentsall Centre nearby.

It will include around 100 retail shops with a variety of restaurants and leisure facili-

ties, all arranged on four levels around a central atrium. Features will include a glazed barrel-vault roof, glass "wall-climber" lifts, trees and water features.

The revamped Bentsalls store is due to be completed in mid-1990 and the entire development by the end of 1992. The Bentsalls and John Lewis schemes together will give Kingston more retail floor area than the whole of Brent Cross.

The relief road plan, which will be completed later this year, means that all main road traffic will be removed from the central area which will be pedestrianised, with throughways between the riverside and main shopping streets. Shoppers will be directed by unique electronic boards at key entry points to a number of car parks placed strategically around the perimeter. Around 2,400 spaces will be built in multi-storey and underground car parks by 1997.

The £4m Charter Quay development, which will also open up the river frontage, is about to get under way and will include houses, shops, offices, restaurants and a theatre to encourage evening visitors.

Although the Kingston town centre developments are dominant because of their sheer scale, they have not meant the neglect of other parts of the borough. The present boundaries were formed in the local government re-organisation of 1965 when the boroughs of Kingston, Surbiton and New Malden were merged to form a

Greater London borough. Because Kingston has been dominant commercially, relations have not always been easy between the three chambers of commerce, which have retained their separate identities, but they are more relaxed now than for some time.

This is largely because all areas, from New Malden with its village atmosphere and wide range of shops, to Surbiton with its excellent rail communications and elegant avenues, and Chessington with its flourishing zoo and World of Adventure, have all shared in the current prosperity.

There have been substantial new shopping developments in New Malden and Tolworth, and after several years of cutbacks in public services generally, a group of intellectually tough young Thatcherite councillors, led by Michael Knowles and Angela Rumbold, both now Conservative MPs, ousted the traditionalist Tory old guard.

They, in turn, were ousted by the Liberals, who led a hung council with Labour support briefly and abolished the long-cherished 11-plus entry examination to the town's grammar schools before losing some seats in by-elections. Moderate Tories now hold power by a water-thin margin.

Although retailing tends to steal the headlines, Kingston has traditionally had a widely based local economy, attracted originally by the river but more recently by the town's proximity to London, to Heathrow and Gatwick airports, and to the motorway network. A high proportion of residents are commuters, but there is a remarkably wide range of local employment available.

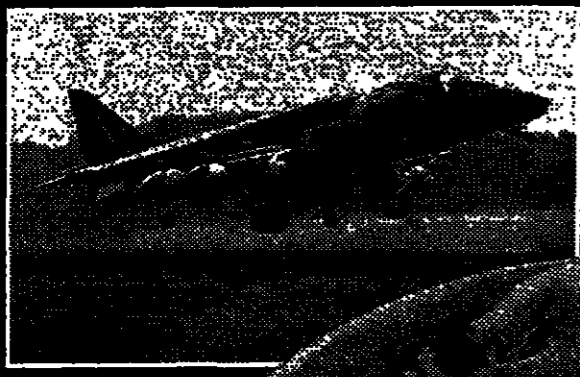
The best-known of the borough's employers is British Aerospace, which last year celebrated the 75th anniversary of its parent company, Hawker Siddeley. More than 4,000 people are employed in the imposing factory on Richmond Road.

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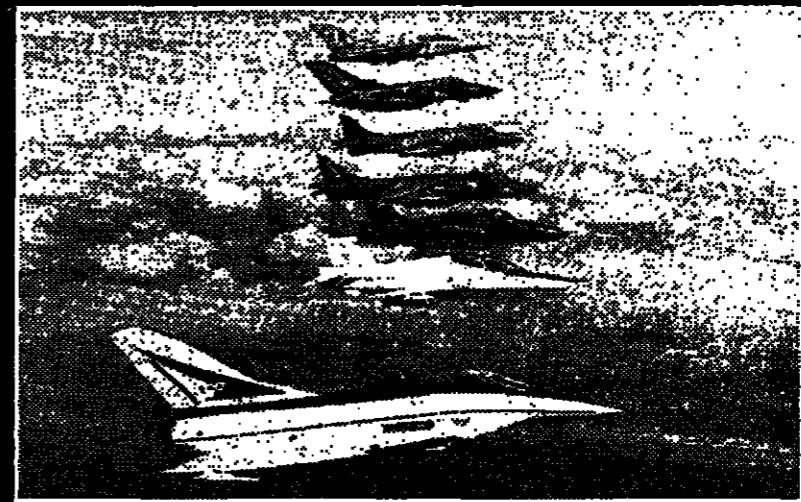
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THE WORLD FORCE BEHIND THE WORLD'S FORCES



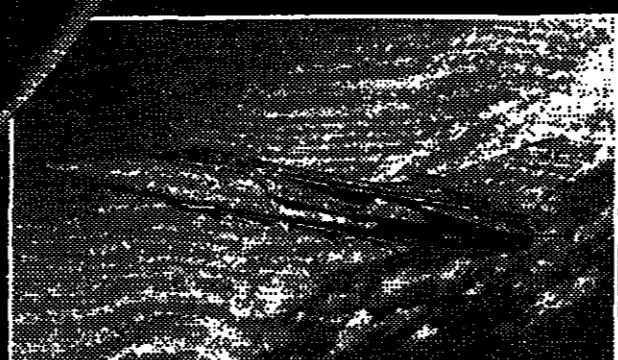
The Harrier II jet fighter. BRAC is now in service with the RAF.



All Superbity fighters to advanced trainers — equipped and supported by a range of British Aerospace missile and electronic systems (from top): Tornado ADV, Tornado IDS, Sea Harrier, Harrier GR5, Hawk 200, Hawk 100 and EAP.



Over 300 T-45A Goshawk jet trainers have been ordered by the US Navy.



Tornado ADV — the Tornado Programme now involves nearly 1000 aircraft and is the largest industrial programme in Europe.

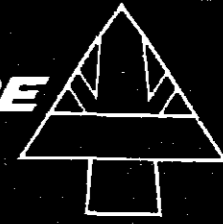
British Aerospace at Kingston, the largest private employer in the Borough, is one of the principal sites of Britain's leading manufacturing exporter.

Long associated with the design and manufacture of some of the world's most advanced aircraft, Kingston is the marketing centre of BRITISH AEROSPACE DEFENCE COMPANIES, formed to integrate the vast and sophisticated military resources of BRITISH AEROSPACE (MILITARY AIRCRAFT) LTD, BRITISH AEROSPACE (DYNAMICS) LTD and ROYAL ORDNANCE PLC.

One of the largest and most powerful industrial enterprises in the world, British Aerospace designs and builds more types of aircraft, guided weapons, space systems and defence equipment than any other company. With customers in 150 countries and a workforce of over 130,000 people, its interests extend to the motor vehicle, ordnance, construction and electronics industries.

Its international collaboration programmes, with some 27 nations, are among the largest industrial partnerships ever conceived. Among these the joint Anglo-American programme to build the Harrier II advanced V-STOL fighter is in full momentum at Kingston, so continuing a tradition of building successful aircraft for over 75 years.

BRITISH AEROSPACE DEFENCE



ROYAL BOROUGH OF KINGSTON 2

Kingston aims to enhance its position as a major regional shopping centre, says Arthur Dawson

Relief on the way for 250,000 weekly shoppers

TRAVELLING into Kingston, particularly on Monday market day, is not a journey to be lightly undertaken by any motorist. Traffic jams can be horrendous, road-repairs ubiquitous - while queues for parking spaces in the town centre can seem endless.

But within two to three months, shopping in the Royal Borough is set to become a less daunting task as a relief road will free part of the town centre from traffic.

Part of one of the principal thoroughfares, Clarence Street, where many of the major retailing outlets are centred and where shopping throngs are confined to narrow pavements will also be available. This says Norwich Union, developers of the scheme in partnership with Bentalls plc, is the largest department store to be built in the UK since the 1890s.

The four sales floors will be arranged around a spectacular central well containing 13 escalators, wall climber lifts and display features. A boon for shoppers will be the 1,200 parking spaces to become available at the same time.

The second phase, expected to be completed by autumn, will allow for 260,000 sq ft of retail shops, restaurants and a food centre. Norwich Union says phase II is already attracting strong interest from retailers.

The third and smaller development is the 4th Charter Quay site which will replace unsightly buildings by a new shopping mall, opening on to a riverside 'festival' area; an arts centre; completion of a riverside walk; homes, including houseboat moorings and a multi-storey park for 340 cars.

There will be some offices allowed. The arts centre is seen as particularly important to prevent the town centre from becoming a dead area in the evenings.

Kingston already has a thriving cinema centre and a few night clubs; the opening up of the riverside with pubs and restaurant should help to encourage visitors in the evenings.

Most of the leading retailers are already well-established in the town, particularly around the Eden Walk precinct where

Boots, Marks and Spencer and British Home Stores are within a few yards of each other. This area was the town's first traffic-free precinct and was followed by Crown Arcade, which links the Apple Market to Eden Walk, and by the Griffin development - completed in 1987 - which gave new life to old buildings in the Market Place.

Fortunately, this ancient centre of the town has been well-preserved. The Market Hall, once the Town Hall, was built around 1840 and boasts a gilded statue of Queen Anne. Other royal effigies on the mock Tudor facade are Queen Elizabeth and the five kings associated with the Royal borough.

The area around the Market Place, which preserves its daily market stalls, has the best-preserved medieval street pattern in Greater London and it is in this area where many speciality shops thrive.

Many of the original, old buildings have gone but traces of their old architecture can be found, while quaint old Harrow Passage retains the atmosphere of some of those former days. It is all now part of Kingston's conservation area which includes Thames Street and part of the High Street.

As for the future, there are one or two clouds menacing the generally sunny outlook. They centre on the large out-of-town megastores that have already opened or are planned. Gateway will shortly be

opening a store on the North-ton side of Kingston and the huge Tesco store just over the border in Merton has already drawn shoppers from a wide area of Kingston.

Even more worrying for Kingston is the Elmbridge Mall Shopping Centre, proposed for Green Belt land just over its

borders with Elmbridge. The proposed mall would cover 53 acres; the developers, London and Edinburgh Trust, would provide a range of shops and stores, restaurants and leisure pursuits and claims it would be designed to attract the millions in south London.

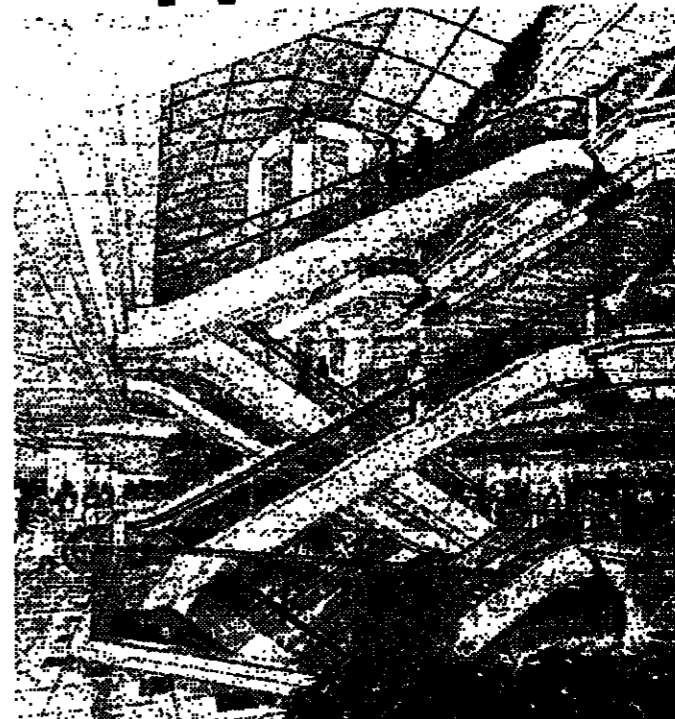
Earlier, Kingston council successfully opposed a major shopping centre for west London at Wraysbury where the Rummymede Centre would have provided a million sq ft of shopping space.

Now that Mr Ridley, Secretary of State for the Environment, has carried out his

threat to 'penalise' developers, who fight against government Green Belt policy, by turning down a major shopping and leisure complex in Hertfordshire and awarding costs - said to run into six figures - against the developers, Kingston's retailers may feel even more optimistic about the future.



Heavy traffic near the new Bentalls complex, left, and the John Lewis development, right; artist's impression, far right, of the Bentalls Centre's interior.



While the upheaval has been going on, many of the outer shopping centres - such as New Malden, Surbiton, Hook and Chessington - have benefited, as more shoppers have been attracted to these areas. Indeed, the success of New Malden - which has its own thriving and expanding store, Tudor Williams, and has a new development, to include Waitrose, in progress on the site of the old adult education centre and fire station - has resulted in its own traffic problems in the local High Street. Recently, Kingston town council met there to discuss the problems.

Twelve months ago, Tolworth felt it was missing out in attracting local shoppers but with the help of Kingston council in setting up a mobile exhibition and asking shoppers just what they wanted the centre has been revitalised.

The move out has largely ended and the entry of a large food store by Marks and Spencers has given the centre a big boost.

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Transformation under way

Continued from page 1

Lever Brothers has a workforce of 3,000 at its Kingston headquarters, although its manufacturing sites are at Warrington and Port Sunlight in the north west.

A number of other nationally-known companies have their headquarters or major offices in the borough, including Rawlplug and Nikon at Kingston, Distillers Company at Surbiton, and Rascal Defence Systems and Higgs and Hill, the construction and development company, at New Malden.

With increased prosperity has come a major problem for local employers, the shortage of skilled labour. Efforts are being made to attract people in from areas nearer London which have more unemployment, such as Wandsworth, Clapham and Lambeth - a kind of reverse commuting.

There are also proposals to build cheaper temporary housing as the biggest barrier to attracting employment is the very high cost of accommodation - "manufacturing staff, in particular, find it difficult to live in the borough, so a good transport infrastructure is essential," says Mr Chris West, general manager of British Aerospace at Kingston and Dunsfold, and current chairman of the local Institute of Directors.

To develop local training programmes, Mr Robert McCloy, the borough council's chief executive, is keen to see a training and enterprise council



Robert McCloy, chief executive: optimistic that a right solution will be found.

located in Kingston, with organisations like the Chamber of Commerce and the IOD playing a big role.

But while the borough looks forward to a buoyant commercial future, there is a question mark over its very existence in its present independent form. The shape and composition of south west London could alter radically if the Local Government Boundaries Commission, now redefining boundaries for the early 1990s, concurs with

either of two ambitious schemes sent to it by the council's local authorities of Kingston and Surrey County

Council. Originally, both councils advocated a policy of maintaining the status quo, but then Kingston regarding itself as vulnerable as it is the smallest of the 32 London boroughs, put forward an alternative for consideration by the Commission.

This would involve enlarging its territory dramatically by annexing parts of three neighbouring London boroughs, Richmond, Merton and Sutton, and two Surrey districts, on the grounds that Kingston forms their natural focus.

"We are not in the business of being a predator, but any decision must be based on the logic of who uses the town," says Mr McCloy.

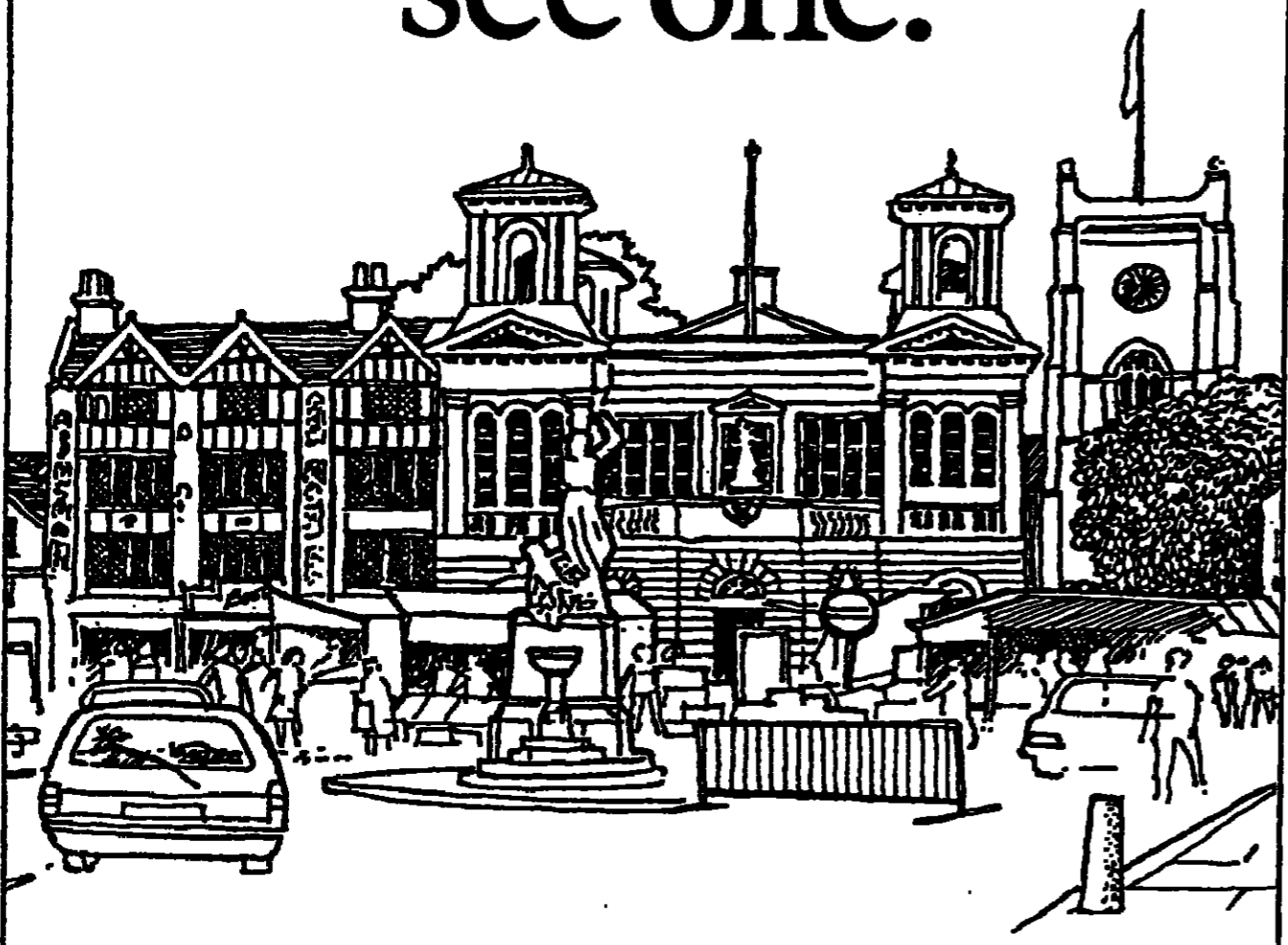
Surrey felt forced to launch a counter bid and has proposed swallowing the whole of Kingston as the county's twelfth district. Kingston was part of Surrey until the re-organisation of Greater London boroughs in 1965, and by an historic quirk still contains Surrey's County Hall headquarters.

The signs are that the Boundaries Commission, which will be reporting in a few weeks time, will opt for minimum change, but even so, Kingston still faces a real crisis. It has a population of only 130,000 but a very large non-domestic rate income from its commercial and industrial ratepayers. It could therefore be hit disproportionately badly when non-domestic rates are replaced next year by the uniform business rate, which will be redistributed on a population basis.

The fewer than 110,000 community charge, or poll tax, payers could in theory have too great a burden to bear in the all-purpose authority which Kingston has been since the abolition of the GLC.

But Mr McCloy is optimistic, following talks with Ministers, that provision will be made through additional Government grant to ensure the borough's independence.

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ROYAL BOROUGH OF KINGSTON 3

The town has a diverse mix of industries, but there has been a net loss of industrial land and office rentals are rising

The growing problem of recruiting the right staff

THE LARGE shopping developments in Kingston's town centre will provide many more jobs in the retail sector which, while welcome, will exacerbate the changes that have been going on in the labour market since 1984.

As with most of the rest of the country, Kingston suffered a decline in manufacturing jobs during restructuring processes in the 1970s and the first years of this decade. Now the sector has to compete in a market that is experiencing a general shortage of labour.

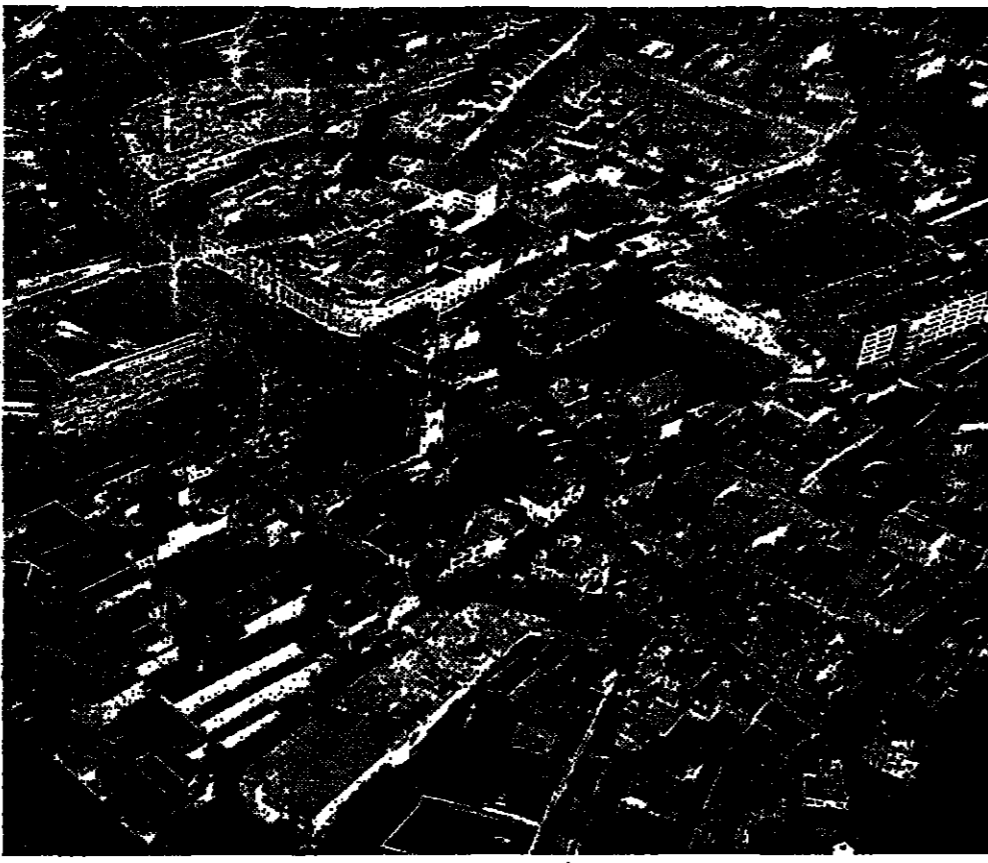
The active workforce has stabilised at around 65,000 and the sharp rises in unemployment, which had risen to 6 per cent by 1984, had dropped back to well under 4 per cent by last year and is still declining.

Although the town's manufacturing base is still very healthy compared with national trends and is boosted by strong defence and aerospace companies, the largest single employment sector is public services and education. As well as Kingston's council's offices based in the Guildhall, Surrey County Council has its headquarters nearby.

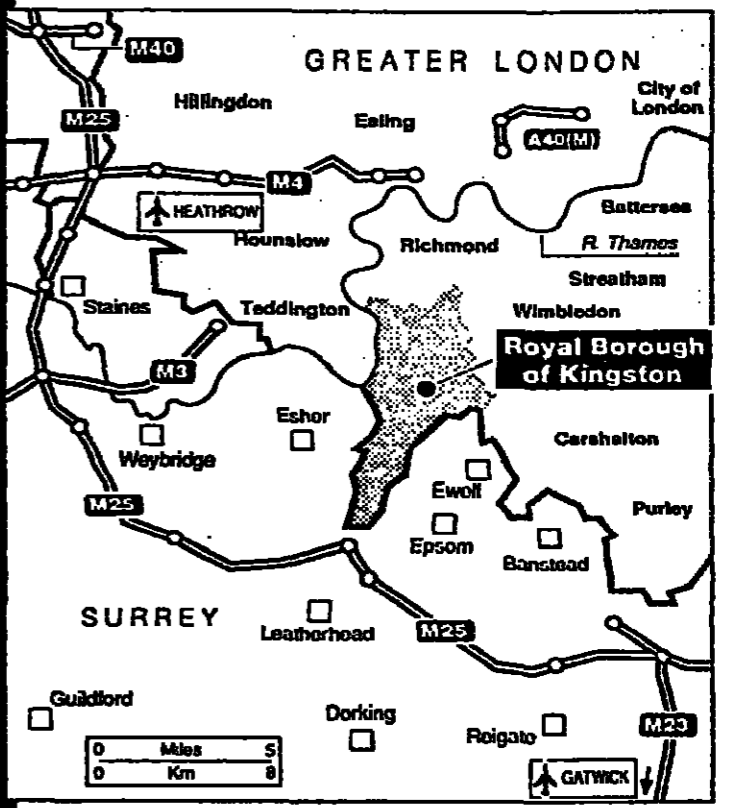
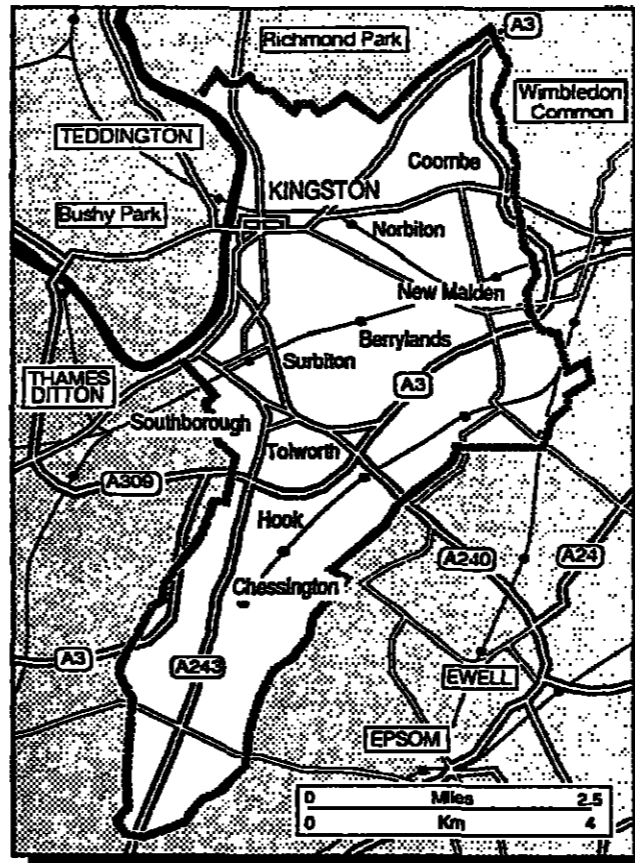
In addition, Kingston Polytechnic, recently given a glowing report by government inspectors, is thriving on several locations in the borough.

"Leading edge" companies such as British Aerospace, with its employment roll of nearly 4,000, and Racal in New Malden which employs about 1,500, escaped the sharp downturn in the economy up to 1984 and now have to fight harder for skilled workers, particularly for the limited pool of clerical and managerial/professional labour, but are not so seriously affected as industries which are in the less skilled labour market. The magnet of central London makes the fight tougher for these sectors.

Fortunately, the town has a diverse mix of industries. As well as engineering and construction companies such as Higgs and Hill, and electronics, including Plessey, they range from paint to wine bottling. Fairclough Building's London and Southern Division recently opened new offices designed by themselves. The division has increased its payroll by nearly 30 per cent in a year. It now stands at 400 and has created nearly 1,000 jobs at specialist subcontractors units



An aerial view of the centre of Kingston: developers are finding keen demand for space



operational area. It is hardly surprising that, according to employment surveys carried out in the borough, the number of firms expanding recruitment problems has risen from 10 per cent in 1984 to more than 40 per cent in 1988, and to almost 50 per cent within the manufacturing sector itself.

When the John Lewis Partnership store and the Bentall Centre open, the issue of recruiting staff will be an even more acute problem. National changes in the age structure of the population will make it worse because the number of entrants to the labour market is diminishing. The decline in the 16-24 year old sector will continue until the middle of the next decade, reducing the number of young graduates available to employers as potential recruits and trainees.

Compounded with this is the fact that unemployment in this age sector is falling faster in West

London than in London overall. An MSC report, however, points out an apparent contradiction in that several thousand people still register as unemployed at local benefit

offices. What is lacking is an assessment of their skills, but this information is no longer provided by the Government. Last year Kingston Council began moves to tackle recruit-

ment problems and to find ways of attracting employees to businesses in Kingston and areas such as Chessington, Tolworth and New Malden. It set up an Employment Forum

with Kingston's two MPs, the council's chief executive, local employers and housing and transport representatives. One result was an initiative to provide a "housing for job-mov-

ers" scheme which included short-term leased accommodation for workers relocating to the borough and research into better public transport.

The council is also negotiating with British Rail to encourage a system of "reverse commuting" to Kingston from stations nearer to central London by, say, bringing workers in from Wandsworth, where the unemployment rate is higher, and, at the same time, helping to fill those returning commuter trains.

A threat to the reviving manufacturing sector is the intense pressure on land for modern industrial development. A survey last year among the town's businesses showed that a significant amount of industrial companies (18 per cent) said they needed more accommodation but the low rate of vacancies is driving up rental levels of those that do become available. Total requests that the council has received for industrial

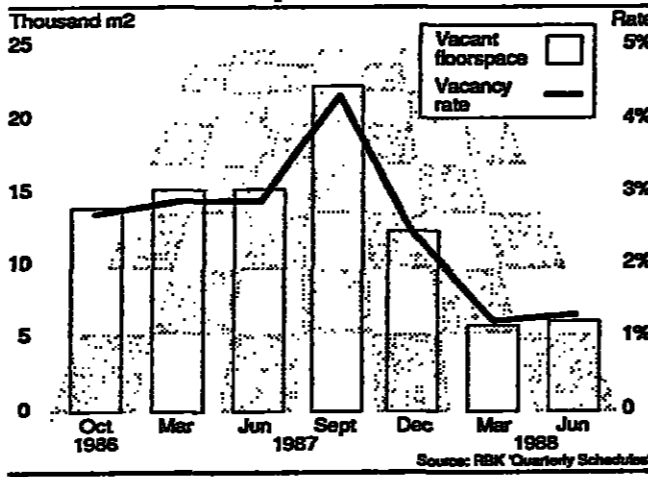
purposes are equivalent to almost 2m sq ft, but the borough has actually suffered a net loss of industrial land and floorspace.

Recently, two major losses to sites for industrial use were sustained when appeal decisions were allowed for Courts' furnishing store with a floorspace of 40,000 sq ft, off Kingston Road, New Malden; and a 52,000 sq ft DTV superstore for B & Q was allowed at Burlington Road, New Malden.

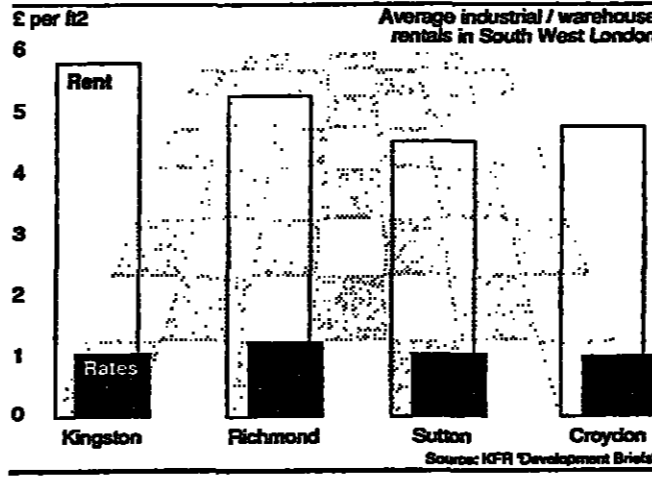
In common with south-west London generally, there has been a decline in office development, after a period of considerable surplus. Nevertheless, office rentals in Kingston town centre experienced a sharp increase during the first months of 1987, largely due to the letting of approximately 100,000 sq ft in Kingsgate House to Willis Wrightson at a record £15 per sq ft.

Arthur Dawson

Industrial floorspace



Rental comparisons





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There are very dramatic changes taking place at Kingston upon Thames. Bentalls, the retail focal point in the town centre of 122 years, is being redeveloped jointly with the Norwich Union Insurance Group. The result will be the most exciting and impressive shopping centre in the U.K. incorporating the largest new department store built since the 1930's.



Artist's impression of the striking main entrance to the new Bentalls Centre

The Bentall Centre will feature a new Bentalls department store, due to open July 1990, with 200,000 sq. ft. of retail selling space plus a further 260,000 sq. ft. of retail space arranged on four levels around a magnificent central atrium. This is due for completion in Autumn 1992.

Bentalls car park is being extended to double the capacity and will be linked to the Bentalls Centre by a footbridge at second floor level. This will be completed to coincide with the opening of the new Bentalls store.

The £150 million scheme at Kingston upon Thames is the largest town centre shopping development undertaken by the Norwich Union Group. With holdings of over £4 bn. Norwich Union is one of the largest property investors in the U.K. and is also the leading developer of town centre retail schemes.

For retail information contact joint letting agents: Jones, Lang, Wootton 01-493 6040 or Hillier Parker 01-629 7666.



The new Bentalls store at the north end of the Bentall Centre

Bentalls & NORWICH UNION

investing in Kingston upon Thames

ROYAL BOROUGH OF KINGSTON 4

Amidst big changes, the historic town is trying to reclaim something of its past, says Colina MacDougall

Complex challenge for riverside planners

KINGSTON is one of England's oldest towns, located along the Thames in what once was farming country. In the last century, as London grew and the railways spread, Victorian bricks and mortar covered the green fields and, in this century, trunk roads and traffic have blighted the Royal Borough.

But now Kingston is trying to reclaim something of its past. At the same time it is trying to put the town on the map as an important shopping and employment centre for the 1990s.

Historically, the Thames crossing at Kingston Bridge generated a thriving market. It was the coronation place of the Saxon kings of Wessex, and the (alleged) coronation stone is still preserved.

With the coming of the railway in the 1830s, other centres such as Surbiton, now part of the Royal Borough, and the location of some charming Regency houses, grew up around it.

Though the ancient core of the town has disappeared over the centuries, much of the mediaeval layout is still there. The pattern of streets and alleys around the market is not much changed, and behind some of the modern shopfronts stand Elizabethan or earlier timbering and windows.

Although the visible architecture is a jumble of periods standing out like a sore thumb, buildings like the delightful Griffin pub (now Laura Ashley) and the early 18th century Druid's Head, redeem the townscape.

Most important, the market is a genuine one, operating every day - "Kingston has no greengrocers or fishmongers, except in the market," says Mrs Sylvia Blanc, secretary of the active Kingston Society, which has worked with the local authority to achieve acceptable development. "The stalls have been in the same family - the Cochrans, the Sykes - for generations."

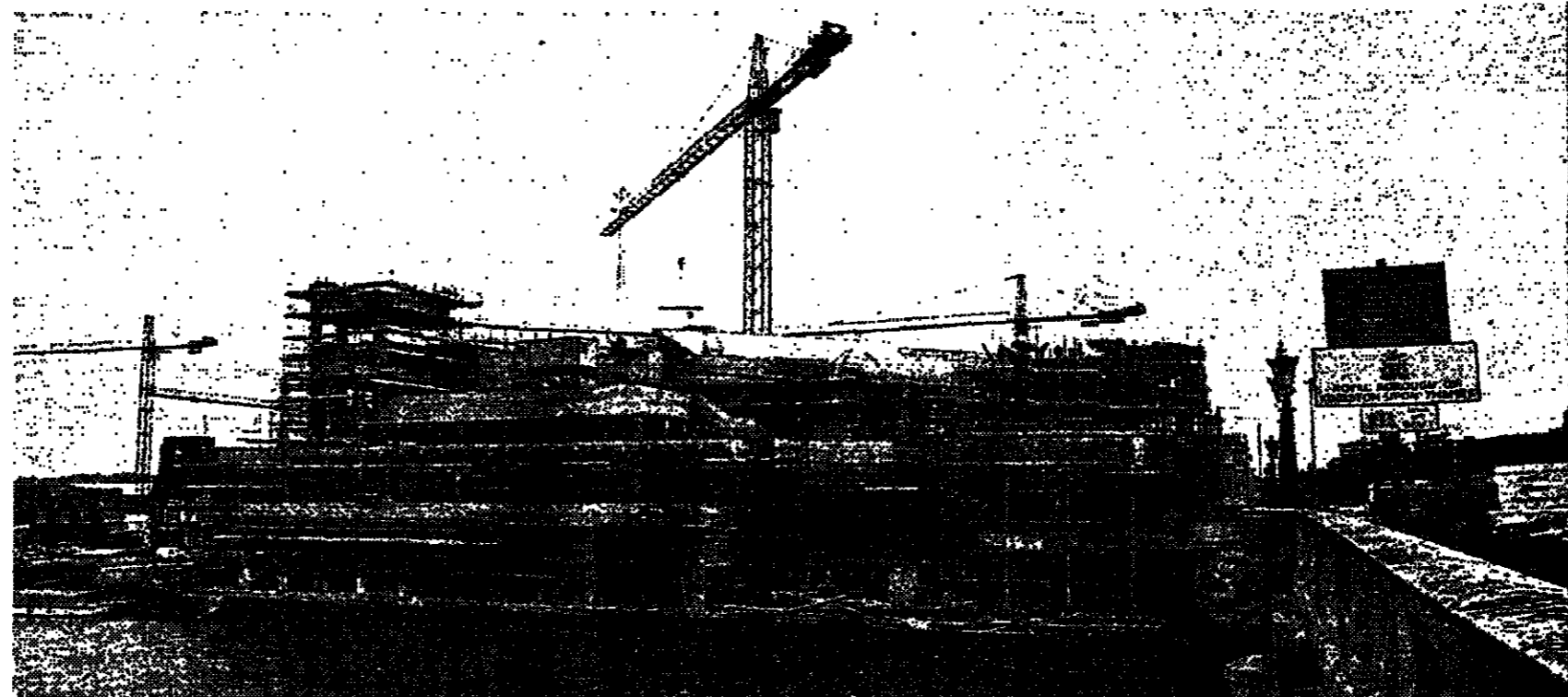
This gives the centre of Kingston a life and tradition

Kingston, for many visitors, is Bentalls. The only word to describe plans for the new Bentalls Centre, is 'startling'

which the local authority hopes to enhance by building more housing within the town. "We don't just want shops," says Mr Mark Gilles, director of development. "People want to see lighted windows with curtains, when they're out at night."

Kingston is trying to put new life into its riverside. There is now the odd eating house or music joint. Thames Tandooor and Cinderella's Rockefeller's - and more are planned as a huge new development at Charter Quay comes on stream.

Charter Quay is destined to include shops, restaurants, offices, housing and a theatre on what is roughly the Woolworth site, but the Kingston Society is currently unhappy



The new John Lewis riverside store development takes shape.

with the scale involved - "We're still working on it with the local authority," says Mrs Blanc.

Kingston is bisected by the approach road - Clarence Street - to the bridge. The market area, with its stalls, boutiques, pubs and parish church, lies to the south. To the north, in recent years, the landscape has been dominated by Bentalls's flagship depart-

ment store and a derelict riverside car-park, the Horsefair site. In this key area, one of Britain's most spectacular shopping developments is fast rising from the mud.

After years of discussion and delay, John Lewis's have leased the Horsefair site and are building a huge new store to serve the increasingly affluent south-east. In length, this will exceed the combined front-

ages of their shop in London's Oxford Street and the adjoining D.H. Evans.

Addressing this challenge, Bentalls are rapidly building their own new store on the north of their old site and using the rest to re-develop a giant shopping arcade.

The only word for the new Bentalls Centre, as it will be called, is startling. Outwardly traditional as it will go up

inside Bentalls's old familiar Aston Webb facade, the four-floored arcade will include 100 shops and restaurants with terracing, escalators, air-conditioning and plenty of space for cafe tables.

"The total retail area of John Lewis's and the new Bentalls developments will be greater than north London's Brent Cross," says Mr Dennis Bicknell, Kingston's director of engineering and transportation.

The contrast with old Kingston could not be more extreme. Kingston Bridge will be dominated by the vast bulk of John Lewis's, with the Bentalls Centre and the new Bentalls's behind.

"We really wanted more amenity space along the river," says Mrs Blanc, and, indeed, John Lewis's will loom uncomfortably close to the water. Only a narrow walkway belonging to the local authority is likely to remain.

Still, John Lewis's have helped to solve Kingston's most intractable problem. For years the town has been one huge web of traffic, stuck in the narrow streets or frozen on Kingston Bridge. The solution was to drive a diagonal highway across the Horsefair site and build the store on both sides and above it.

The Horsefair link now connects with upgraded local roads to form a kind of a mini-ring route, the Relief Road, which takes the traffic away from the old centre.

The Relief Road will enable the local authority to extend pedestrianisation from the Eden Walk area and one side of the market where it has already been in place for years. When the new Horsefair link through John Lewis's is complete, it will carry two-way traffic to and from Kingston Bridge, so that Clarence Street can be included in the scheme.

There will be parking at salient points on the approaches to the town centre, and John Lewis's and Bentalls are both building new car parks. The total number of parking spaces available for shoppers is expected to be 7,000 on weekdays and another 1,000 on Saturdays.

Kingston plans a new electronic refinement - "we shall have signboards at major entry points with carpark information which will give the number of spaces available," says Mr Bicknell. "It's a unique computer-controlled system, and the government will be studying it very carefully."

Already, Kingston is examining its traffic flow with three TV cameras posted at strategic

points and four more to come. This is the 'Scot' (split-cycle offset optimisation technique) system, which is said to be able to cut traffic delays by 10-12 per cent - "It's invaluable in seeing what's happening with the traffic," says Mr Bicknell.

Getting in and out of Kingston easily is crucial. The local authority is trying to eliminate bottlenecks on the A262 and A240 which come up from the A3, but they have no control over the access from Hampton Wick (in the Borough of Richmond) where in the rush hour the queues to get on to Kingston bridge are horrendous.

"In any case," says Mr Bicknell, "You don't want to make the roads too fast or people use them as a through route and you lose the benefit."

Here the railway comes in useful, with trains circling the "Kingston loop" to the north and west, from Richmond, a mere 15-minute journey.

To the north-east of Kingston lie densely populated regions such as Wimbledon and Clapham, from which train access to Kingston is also relatively easy - "We want to take advantage of the new developments in Kingston to encourage reverse commuting," says Mr Alec McNabb, a marketing manager at BR's Network SouthEast.

Kingston faces a slight problem in that owing to its 19th century desire for seclusion, it is 'off' the main lines. Hence, rail travelling usually involves a change of trains, although often an easy one. There is currently a bus from Surbiton, but, in the longer-term, light rail links might be installed.

"We're in preliminary discussions to put Kingston on the District Line by linking it with Wimbledon and Richmond, using the BR track," says Mr Bicknell, with commendable foresight. "But, comments Mr McNabb, "That's just a gleam in his eye."



Traffic congestion on Kingston Bridge will eventually ease. Getting in and out of the town is crucial.

Picture: Tony Andrews

Expansion plans at Chessington World of Adventures

ONE of the increasingly popular leisure attractions which draw visitors to the Kingston area is the Chessington World of Adventures, which was opened in July, 1987, by Prince Edward, after a £10m development programme. The transformation of the long-established Chessington Zoo into a major theme park took five years.

Last year, the first full year of trading at the Chessington World of Adventures, it attracted 1.15m visitors.

Phase Two of the project, costing \$7.6m, is already under way. Work started last

year on a themed area called 'Transylvania', which is due to open in the Spring of next year. It will house 'The Vampire', a large, hanging roller-coaster, plus themed, fantasy rides for children.

Other developments at Chessington by the Tussaud's Group and its parent company, Pearson, include a \$1m zoological project, including a bird garden, due to open in June this year.

A significant emphasis at Chessington is put upon educational visits - there is a video-equipped Education Centre with an informal classroom atmosphere, staffed by experts who work closely with the teaching profession. Nearly 80,000 pupils from 2,000 schools visited Chessington World of Adventures in 1987-88.

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ROYAL BOROUGH OF KINGSTON 5

Lynton McLain profiles British Aerospace, the biggest manufacturing employer in Kingston

The world centre for vertical take-off aircraft

AIRCRAFT HAVE been associated with the Royal Borough of Kingston-upon-Thames for more than three quarters of a century.

Today, British Aerospace is the biggest manufacturing employer in the borough and some of the most advanced military aircraft in the world, only a stone's throw from the town centre.

It is an improbable involvement to those who do not know the local history, but the borough has been linked with aircraft for almost the entire span of aviation in the UK.

Two of the most illustrious names in aviation, Sopwith and Hawker, are linked forever with Kingston. They were world figures and produced world-beating products, such as the Sopwith Pup and Sopwith Camel, the Hawker Hurricane and Hawker Hunter. The names are synonymous with all that was best and most progressive in aviation's formative and more recent days.

The Hawker tradition of excellence and radical, innovative aeronautical design continues with the Hawk and the Harrier. The Hawk is a military trainer aircraft exported to 19 countries, including the US, where a version is known as the T-45A Goshawk. It was formerly built at Kingston,

boy. This was the start of aircraft manufacture in Kingston.

Thomas Sopwith was a pilot, flying and owning aircraft and a flying school. These experiences led him to make aircraft to his own specifications, at Brooklands. His first aircraft had its maiden flight on July 4 1912, from a site near the present headquarters of British Aerospace at Weybridge.

Eight days later, a Mr Harry Hawker, an Australian, joined Sopwith Aviation. On November 22 the same year, the company delivered its first aeroplane to its first customer, a Sopwith Tractor Biplane to the Admiralty, for 2900.

This was enough for Sopwith to buy the site at Canbury Park Road. The building still stands.

Sopwith used the river at Kingston to launch many of his early float planes.

By September 1917, a national aircraft factory scheme was established by the Government, which provided the finance for the premises and equipment but left the management in the hands of the aircraft manufacturers.

One of these factories was planned to be at Ham, near Richmond. Sopwith was offered and accepted a lease on this factory. At its peak, during the First World War, the Ham factory produced 90 Sopwith aircraft a week, in contrast to the months it takes British Aerospace to make a Harrier vertical take-off fighter from the same factory.

Sopwith Aviation went into receivership and was wound up in 1920 after the Treasury lodged a claim against the company for excess war profits. Simultaneously, a new engineering company, H G Hawker Engineering, was formed on November 15 1920, with Tom Sopwith and Harry Hawker as two of the directors.

Hawker was killed a year later in an aircraft accident.

In 1922, the company began to make progress in the design and manufacture of new military aircraft, with the Hawker Woodcock, the first aircraft to carry the Hawker name, entering service in 1926.

The Hawker company leased its Ham factory to Leyland Motors in 1928 for the next 20 years, but on May 18 1933, Hawker Engineering became Hawker Aircraft, with a public flotation.

The prototype Hawker Hurri-



The British Aerospace factory in Kingston (above), the nerve centre of the Harrier programme. BAE has a joint manufacturing agreement with McDonnell Douglas for the new Harrier II which is partly built by BAE in the UK and partly in Missouri. A factory from the Kingston of the First World War and production of the Sopwith "Snipe" (right)



cane fighter was made at the Canbury Park Road works and flew for the first time on November 6 1933.

So much for the history of aviation in Kingston. British Aerospace would probably have been unrecognisable as an aircraft manufacturer to the late Sir Thomas Sopwith. Some of the original workshops used for the manufacture of early aircraft are still in use, currently for production of Harrier vertical take-off fighters.

Kingston is part of the recently formed British Aerospace (Military Aircraft) Company, which has its headquarters at Warton in Lancashire. The Kingston site is the centre for all design on Harrier aircraft, including possible supersonic versions.

It is also the centre for marketing for the entire military aircraft company and for all the other aspects of British Aerospace's defence interests.

The Kingston centre is known as the British Aerospace Defence Marketing Organisation and is an important addition to the work car-

ried out by BAE at Kingston, giving it an added international dimension, across the entire spectrum of BAE's defence activities.

These include military aircraft sales; products from Royal Ordnance, the former state-owned arms and munitions factory, bought by British Aerospace in 1986; products from BAE Dynamics, mainly guided missiles; Land Rovers and military versions of the BAe 146 civil airliner.

Kingston was chosen for this

role because of its easy access to Heathrow and Gatwick airports and to the Government's Defence Sales Organisation in London, which negotiates government-to-government contracts for military aircraft.

Mr Chris West, the director and general manager of British Aerospace at Weybridge, Kingston and Dunsfold, says the Kingston marketing centre for the military aircraft division "concentrates on getting the work and spreading it around the company's various

sites."

The marketing centre occupies a new building on the Kingston site and expands the range of capabilities at Kingston and opportunities for careers for people in the area.

Up to 150 people will be employed eventually at the BAE Defence Marketing Organisation, under Mr Mike Turner, who has a seat on the boards of the three BAE defence companies, Military Aircraft, Dynamics and Royal Ordnance.

The business centre for mili-

tary aircraft, currently at Kingston, is moving to Warton. The centre looks after all details of contracts, purchasing and headquarter corporate finance functions. It is separate from the BAE Defence Marketing Organisation, which will remain at Kingston.

Kingston is also the operations centre for the military aircraft company, embracing production, design and research. Mr West says: "We are the main centre in the world for vertical and short take-off design and engine ingestion problems."

The Kingston site is the centre for the production of the Harrier, although parts for the aircraft are made at other sites in the BAE group. The final assembly of the aircraft and its flight testing is carried out at the BAE airfield at Dunsfold, Surrey.

A total of 945 Harrier aircraft have been built or are required by the armed forces of the UK, the US, India and Spain, of which 491 have been exported.

The Harrier programme involves simultaneous production of parts of the aircraft in the US and in the UK. The front fuselage and wings for the Harrier II, the AV8-B of the US Marine Corps and the US Navy, are made by McDonnell Douglas in the US. The rear fuselage is made by BAE at Kingston. UK orders for the Harrier II are put together in Kingston and US orders for the AV8-B are put together in the US.

In addition to aircraft production, the Kingston offices have a great deal of computer software work for the Harrier, the European Fighter Aircraft and the Tornado multi-role fighter.

Mr West says: "We have a very, very high technology workload and a substantial production workload at Kingston."

The company has a three-year programme of work for the US Harrier programme, a second batch of Harriers for the Indian Navy and the update programme for the Royal Navy's Sea Harrier, the FR32.

"We blend high technology work with industrial manufacturing processes," Mr West says. "At Kingston, with a total of 3,800 staff, there is a ratio of one qualified employee to every skilled shopfloor craftsman."

About 1,000 staff at Kingston and Dunsfold work in the BAE technical organisation on aerodynamics and other technical subjects, across the range of engineering skills, including computer skills. Mr West acknowledges that these are some of the same skills that are in great demand in the South-East of England.

The company has a stable workforce in computer software skills, compared with the 10-12 per cent turnover for technical people in the South-East, although there is "some interchange of skilled people with other companies in the South-East."

Local bargaining and a local salary structure for staff at Kingston, independent of the rest of BAE, allows the company to respond to market pressures and competition from other employers in the area. This enables BAE to offer terms that are designed to be attractive to skilled and qualified people, who can also be offered several career routes once they are in the company.

At the moment BAE is training 334 people, of which 152 are local craft apprentices. Mr West points out that the local production director at the factory came up through the craft apprenticeship scheme.

With a workload approach-

A stable workforce in computer software

ing £800m for the latest versions of the Harrier and a recently awarded contract for £170m for the development of the FR32 version of the Sea Harrier for the Royal Navy, British Aerospace at Kingston has plenty of work and plenty of opportunities for people to develop careers of lasting satisfaction in an area of high technology that is unique in the south of England and indeed unique in Europe.

The maiden flight of the P1127 prototype of the Harrier, known as the Kestrel, was 29 years ago this autumn. It was a revolutionary aircraft then and remains unsurpassed. It arose, literally, from the proud aviation traditions of Kingston-upon-Thames and looks set to continue to provide work for the people of Kingston and its surrounding areas, until at least the end of the century.

Six fitters and a teaboy

which is still the base for Hawk design work.

The Harrier was the world's first vertical take-off fighter. It was conceived, designed and is still built at the BAE factory in Kingston, although visitors to the borough would be forgiven for not thinking anything so advanced or potent could be built behind the clean lines of the brick office block along the Richmond Road.

The close links between Kingston and aviation go back to the earliest days of aircraft manufacture, the days of wood and string, and the flat wooden floor of the former Kingston Roller Skating Rink, near the corner of Canbury Park Road.

This was chosen by Mr Thomas Sopwith, later Sir Thomas, who died this year, aged 101, as the base of the Sopwith Aviation Company, registered in 1913, with six fitters and carpenters and a tea-

Denmark Road Joint Venture Housing Scheme mid 1989

Completion of Relief Road summer 1989

Bentalls Store opens summer 1990

John Lewis Partnership Store opens 1990

Charter Quay Development December 1991

Bentalls Centre opens 1992

Turks Boatyard and Riverside Walk early 1990's



The Royal Borough with a past
planning for the future

ACCOUNTANCY COLUMN

Lessons of breaking away and breaking apart

By Richard Waters

ARTHUR ANDERSEN chief executives suffer from a recurring problem which will not have escaped the notice of the latest man to lead the firm.

The first to experience it was Mr Harvey Kaplan. Ten years ago he dreamt up the notion of breaking apart the firm's management consultancy and accountancy businesses.

Remembered by former colleagues as an autocratic leader, he presented his idea to the rest of the partners as a fait accompli. Within two weeks he had been ousted.

Into Mr Kaplan's shoes stepped Mr Duane Kullberg. He is an altogether different character, choosing to lead by consensus. All his crucial reserves of diplomacy and charm were put to the test in reconciling the interests of the accountants and consultants within Andersen.

He managed this well during a period of rapid growth. But standing on the fence between the two businesses proved in the end to be an impossible feat: the last two years have seen tensions between the two arms of the firm boil to the surface.

At the start of this year Mr Kullberg decided to jump off the fence to allow someone else a turn.

Step forward Mr Lawrence Weinbach, the 49-year-old Andersen number two who was last week announced as his heir apparent.

(Andersen's 3,000-odd partners are given no choice in the candidate they are asked to approve for high office. A specially created nominating commission and the firm's board are supposed to have sorted out the best man for the job already, leaving it to the

partners to approve the choice).

Like Messrs Kaplan and Kullberg, Mr Weinbach must balance the interests of the two sides of his business. Unlike them, though, he inherits a structure in which each side is largely self-governing. Observers are now predicting either that this will make the job of the chief executive easier (he will have fewer interconnective struggles to deal with) or that it will make it more difficult (the real power will be in the hands of the heads of the consultancy and accountancy arms, leaving Mr Weinbach with considerably less power than his predecessors).

Mr Weinbach was adamant last week that under his leadership the consulting and accounting parts of Andersen will stay together. "There are many organisations that have different functions" in the same group, he said, and Andersen's new structure will make such cohabitation easier.

Mr Weinbach survives in his post as long as Mr Kullberg, he is likely to witness an accountancy business very different from today's, and not just in the relative influence of the consultants. Two developments that Mr Weinbach touched on last week: the emergence internationally of Japanese accountancy firms, and the need for firms to tap the capital markets more actively than they have in the past.

"Certain Japanese firms have started opening up offices outside Japan - on the East Coast and West Coast - even in Europe," said Mr Weinbach.

This is significant for the largely Anglo-US dominated accountancy firms. They are currently engaged in

drawing continental Europeans more closely into their organisations, overcoming their traditional isolation from the international firms.

Japanese firms, however, are remaining largely aloof. If they continue to stand outside, and particularly if they build their own overseas networks, the international firms could find the carpet being pulled from under their feet. Also, they will not have access to the strong client base of the Japanese firms.

The second development likely to change the face of the business is the need to bring in outside capital. Mr Weinbach says that this is not an issue which has been settled yet, and that Andersen needs to review its capital needs.

Like other firms, it is undercapitalised - its borrowings are understood to be around half of partners' equity. This will come under review.

Joint ventures are the other route frequently mentioned by Andersen partners, and endorsed by Mr Weinbach, as a way of satisfying the hunger for capital.

All of this will give Mr Weinbach plenty of food for thought.

ANDERSEN'S restructuring was accompanied by a breakaway of some of its consultants in the US to form their own business, backed by Saatchi & Saatchi. Such breakaways are still relatively scarce in the UK, but are likely to become more common.

While reaping the rewards of high added-value "people businesses" in recent years, accountancy firms have avoided the sort of breakaways and

fragmentation which typify similar businesses.

One factor that has prevented this in the accountancy business is the immense internal discipline of firms. The individual is less important than the organisation.

Also, partners have maintained a strong grip on their firms, building an ethos of partner prominence and partner reward.

Two recent examples of breakaways could give a hint of greater change in the future.

In 1987, four management consultants from Coopers & Lybrand's manufacturing consultancy branched out alone. Based in Leeds, York MD&M now lists British Steel, Metal Box and Nabisco among its clients.

Turnover in the first year reached £1m, with £2m predicted for 1988. The firm now has 20 staff. Its low overheads and specialist focus allow it to make healthy margins and still beat the large firms on price.

Two years earlier, four audit managers left Price Waterhouse's Windsor office to set up on their own. Their firm, Auckland Goddard Hampson & Swain, is expected to turn over £1.5m this year with a staff of about 40.

The client list of a small accountancy firm is never going to rival that of a "niche" management consultancy; they lack the brand name that large companies look for from an auditor, with its assurance of quality.

However, such firms target small and growing companies - exactly the market the largest firms have earmarked for themselves.

Substantial breakaways, involving the movement of leading audit clients,

may still be some years away. However, the era of docile obedience to the firm is coming to an end. Spin-offs will become more common in the future.

THE UK's audit regulators won a significant victory last week in their appeal for immunity from legal claims.

The battle was reminiscent of the self-regulating organisations' fight for immunity under the Financial Services Act. No one would want the thankless task of being a regulator if they ran the risk of legal action each time one of their charges was found wanting, ran the argument.

The professional accountancy bodies potentially ran a much higher chance of being sued than the SROs. The multi-million pound writs that frequently land on auditors when companies go bust would start to land on the regulators as well.

The forthcoming Companies Act will now grant the regulators immunity, the Government said last week. That has brought a huge sigh of relief.

It does not change the fact, however, that the Government wants the profession to upgrade its regulation of auditors significantly under the new regime. Current thinking is that it will take at least two years from now before the apparatus of rule books and monitoring units has been assembled; after that, auditing will be a more highly regulated business.

If successful, this will bring greater assurance for shareholders - and more expensive audits for their companies.

Elliott

FINANCIAL DIRECTOR - (DESIGNATE)

With an annual turnover in excess of £100m, the Elliott Group of Companies' activities include construction, commercial and residential development. Due to sustained growth, the group seeks to appoint a Financial Director to subsidiary companies, J A Elliott (Plant) Ltd and J A Elliott (Joinery) Ltd.

The successful applicant will be a qualified accountant, probably in his - or her - mid 30's capable of demonstrating a high level of commercial acumen, and with the ability to make a substantial contribution to the future development of the Plant and Joinery Companies working within the Elliott Group.

In addition to reporting to the subsidiary boards, the successful applicant will liaise with the Group Financial Director and may become involved with other Group functions. Based in Bishop's Stortford, Hertfordshire, the position offers a first-class salary and range of benefits commensurate with an appointment at this level.

Please apply in writing enclosing a current cv to:

G M Thurley FCA
Group Financial Director
The Elliott Group of Companies
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Project Finance Executive

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Our client is a major international engineering group engaged in substantial capital projects both in the UK and overseas. Recent restructuring has created an organisation not only capable of exploiting traditional markets but also those presented by new business opportunities.

They now seek to recruit a Project Finance Executive, who, working within a small team, will undertake the evaluation and development of finance packages for a variety of clients and projects. Close contact with the financial institutions and some overseas travel will be required.

Candidates should have experience in the field of project financing including export finance, gained preferably within the capital plant sector. They should be outgoing, articulate self-starters, with the ability to communicate effectively at all levels in the international market place.

Interested applicants should write to Frederick Howie, Regional Manager, Michael Page Finance, 25 Collingwood Street, Newcastle-upon-Tyne, NE1 1JE. (Tel: 091-222 0545) quoting Ref: NEO14.

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FINANCIAL CONTROLLER

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Our client, an autonomous subsidiary which is part of a major consulting group has an internationally renowned reputation for the provision of innovative solutions within Design and Engineering Consultancy.

Their growth in recent years has been enviable and a continued commitment to technical excellence has resulted in the company's prominent position within its market sector. Current turnover is in the region of \$4 million and there are ambitious plans for growth via acquisition and expansion of activities worldwide.

The appointment of a high calibre individual to head up the finance function is seen as essential to the achievement of these objectives.

Reporting to the Managing Director you will assume responsibility for all aspects of accounting, data processing and administrative functions including the management and supervision of a small accounts department. Initially your most important task will be to establish credibility with the management team. Further to create a financial culture which is strongly supportive of other disciplines whilst becoming a leading player in overall strategy and decision making.

To be considered for this demanding and challenging role you must be a qualified Accountant (preferably Chartered) in the age range 30-40. Your track record to date must demonstrate experience in an engineering/contracting environment utilising sophisticated computerised systems. You will also need considerable personal presence and business acumen in order to make an immediate contribution to the on going financial and commercial development in this fast moving and demanding environment.

The salary package will be negotiable, tailored to suit the needs of the right individual and will not prove a barring factor in the final selection process.

In the first instance candidates should contact Mary Ryan or Karen Baylath on 061-236 1212 or send a curriculum vitae to:

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ASSOCIATES
Accountancy Recruitment Consultants
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The individual, 30-35 years of age, ideally with ACA/ATI qualifications may be working in the profession, a bank or an innovative international company. They will have first class technical skills, a solid grounding in complex taxation issues, strong management ability, and ideally a knowledge of financial products.

This represents a superb opportunity to combine initiative, first class communication skills and problem solving abilities with a strong technical and commercial background. The organisation provides superb career opportunities into all areas of the Bank.

Interested candidates should contact Suzie Mumme on 01-248 3653 (or 01-673 2548 evenings/weekends) or write, sending a detailed CV to the address below or use our confidential fax line on 01-248 2814. All applications will be treated in the strictest confidence.

76, Watling Street, London EC4M 9EJ

BBM
ASSOCIATES
Tel: 01-248 3653

Young Investment Accountant

City Package £30,000 + Car

Our client is the expanding investment division of a major US Financial Services Group. The UK Company currently manages funds of \$3bn invested in securities markets worldwide. Reporting to the Financial Controller, the responsibilities of this position embrace accounting for assets under management, production of management information and client reports, performance measurement and the ongoing development of the use of computer systems. Applications are invited from recently qualified accountants, currently in practice or with relevant investment experience, who are energetic, self-motivated and able to communicate effectively with all levels of management. The package consists of salary, bonus and mortgage subsidy. Other benefits include car, non-contributory pension scheme, health care and luncheon allowance.

Please contact R J Welch.

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To deal continuously with the challenges represented by this sort of growth, which the organisation will continue to enjoy, the Chief Accountant is now looking for a Finance Manager who will by necessity have:

- The technical knowledge of a qualified accountant to analyse and understand the issues.
- The computer literacy to develop the reporting systems to provide the necessary management information.

• The commercial understanding and the interpersonal skills to communicate that information at all levels.

Leading a team (including professional staff), you will be responsible for key areas of fixed assets and stocks reporting.

You will be required to make full use of your current abilities and personal qualities, and develop them further in order to grow with this organisation's expansion (where potential markets in Europe and worldwide are being explored).

Could you help shape the opportunities back within the development of the company? If so please contact Karen Wilson BA ACA on 01-491 3451 (0895 633429 evenings/weekends) or write to us at FMS, 14 Cork Street, London W1X 1PF enclosing a recent CV and a note of current salary.

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Suitable candidates will be fully qualified, ideally chartered, and aged 30-42 with broad experience gained within a manufacturing environment. Flexibility, intellect, common sense and the ability to gain credence with highly technical managers are essential characteristics for this demanding role.

For further information please telephone Richard Warner, Accountancy & Finance Division, on 0483 65666 (24 hours) or write enclosing your CV to

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Financial Controller

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a continual input to commercial decision making. Candidates should be qualified accountants, aged mid/late 30's, who can bring positive contributions to the objectives above and play an active part in being a senior member of the management team in running the business. Please telephone or write enclosing full curriculum vitae quoting ref: 317 to: Philip Cartwright FCMA, 97 Jermyn Street, London SW1Y 6JE. Tel: 01-839 4572 Fax: 01-926 2336

Cartwright Hopkins

FINANCIAL SELECTION AND SEARCH

Whitehouse

North West Kent

Due to continuing growth, this well established and highly successful motor trading group requires a

GROUP FINANCIAL ACCOUNTANT

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Reporting to the Group Financial Controller, the successful applicant will be a fully qualified ACA/ACCA, aged 26 - 36. The emphasis will be on tight and effective accounting control to meet both statutory and group requirements, therefore strong technical skills, preferably gained in a computerised environment, are a must.

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International Role - for the betterment of man

Director of Planning and Analysis

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Our client is a world leader in a particularly high technology sector of the healthcare industry, with its International Headquarters located in the Thames Valley; the parent company being a multibillion dollar US corporation. International generates over \$200 million turnover and continues to experience strong organic growth with all operations outside the USA being managed, controlled and consolidated through this International Headquarters. The result is a complex worldwide business involving over 20 countries in sales, marketing and manufacturing activities which inevitably creates a myriad number of challenges for the finance group. The International Division is continuing to grow strongly and in recognition of the need to strengthen the management team, particularly in the area of financial analysis, a new position has been created - Director of Planning and Analysis. Supported by a small team of people your role will be equally split between monthly consolidation and analysis, and the planning, forecasting and budgeting activity. The emphasis will be on the interpretation, analysis and understanding of the numbers, and therefore the intuitive ability to spot the 'wrong'

number combined with experience in a line position will be particularly relevant. There will also be considerable interface with operating company controllers and external authorities (e.g. auditors) in resolving local issues, requiring both technical, commercial and diplomatic skills. Travel will be approximately 10-20% mainly in Europe.

The successful candidate will be a qualified accountant (ACMA/ACCA/ACA) aged 33-38 who has had line management experience, preferably in a manufacturing environment, together with head office experience, most probably in a US multinational. A 'hands-on' 'shirtsleeves', informal and highly committed approach, combined with a more persuasive, than aggressive, style will be particularly important, as will be a chameleon ability to relate to your extensive range of overseas colleagues as an internationalist.

I would be pleased to receive CVs from applicants who believe that they can match our client's demands:-
 Wayne Thomas, Executive Division, Michael Page Finance, Windsor Bridge House, 1 Brocas Street, Eton, Berkshire SL4 6BW.



Michael Page Finance

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Our Client, a leading medium sized firm of Chartered Accountants, seek a recently qualified ACA to join their Corporate Finance Department. There will be considerable opportunity to gain a great deal of responsibility at an early age. In the first instance please contact: David Poon on 01-480 8222, alternatively, write to: Executive Search Division, Hyman Associates Ltd, Wells House, 77-79 Wells Street, London W1.

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Our Client is part of a major international group and is backed by one of the UK's top 100 plc's. It is a market leader in its specialist field, and is growing strongly in Europe, both organically and by acquisition. Current turnover is in excess of £260m.

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Probably in your mid-late twenties, you should be a qualified accountant with a first class professional background and the technical ability and personality to be able to make an immediate impact on the Group. Fluency in French is almost a pre-requisite and other languages would be an advantage.

There is an excellent remuneration package and the career opportunities within the group are good. Please reply in confidence, quoting ref. no. 948, to John Cameron, at Overton Shirley & Barry, Prince Rupert House, 64 Queen Street, London EC4R 1AD. Tel. 01-248 0355.

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Financial Controller

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Our Client is on the verge of major change. The Company is embarking on a substantial investment programme which will include relocation to modern premises and the implementation of new computer systems. A subsidiary of a major plc, this high precision engineering operation is a leader in its field. It has a current turnover of £12 million and positive plans for growth.

This challenge will demand the commitment of an ambitious Financial Controller to take responsibility for the total accounting and data processing functions.

Working closely with the Managing Director, you will need to be an adaptable and commercial-thinking

professional who is determined to succeed and who will be expected to contribute to all areas of the business. Looking to the future, success offers early promotion to a directorship.

As a qualified Accountant, ACMA or ACCA, a background in manufacturing is essential. Your past experience will have included controlling the introduction of new systems and the management of an accounting team.

If managing change excites you, please send full career and salary details to Jennifer Baker at the address below.

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Based in superb offices in Mayfair, you will have full responsibility for all the corporate financial functions. Liaising directly with the Board your initial tasks will include the setting up and computerising of the accounting systems required to monitor a rapidly growing company.

Applications are invited from qualified chartered

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Remuneration is generous including family BUPA cover, non-contributory pension scheme, life cover and company car.

For a confidential discussion, please contact Mark Wersman ACA, Executive Division on 01-925 0878. Alternatively send your curriculum vitae to him at the address below.



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THE POSITION

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THE PERSON

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Finance Director

Bring the best out of a new acquisition in BUDAPEST

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Reporting to and working closely alongside the British-Hungarian Chief Executive Officer, the Finance Director will join a four-strong senior management team. The immediate task at hand will be to design and implement appropriate financial control systems with the view to installing a fully computerised system. The Finance Director will be seen as an important driving force in the company's profitable development.

In addition to strong financial and management accounting skills gained within a large company environment, it is expected, though not essential, that the successful candidate is a qualified accountant or MBA. A strong team manager, with a real 'shirtsleeves' approach, you will need at least a working knowledge of Hungarian to communicate effectively within and outside the organisation.

The remuneration package includes a generous tax-free base salary, Western car, housing, pension, health cover, school fees and a share option scheme. It is envisaged that the successful applicant will be based in Budapest for three years.

To find out more about this unique opportunity, please contact Fiona Davidson on 01-631 0479 or 01-470 0534 (evenings/weekends). Alternatively please write to her at Seer Selection Limited, Marcol House, 283 Regent Street, London W1R 7PD.

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Director of Finance

South West

c£35,000 + F/E Car

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Opportunities abound in terms of future growth potential - however, to achieve them and to manage the on-going business in a more profitable, effective and controlled manner, the company has identified the need to strengthen its financial and administrative skills through the appointment to the board of a first class Director of Finance and Administration.

The main objective of the Director of Finance's role will be a commercial contribution towards the growth and financial restructuring of the company to generate future secure profitability.

Reporting to a thrusting, entrepreneurial Chairman, you will have responsibility for a team of people providing the very wide range of duties associated with the smaller independent company - from the esoteric to the basic. Barely half of the duties surround finance, whilst the remainder includes sales administration, buying, company secretarial, personnel policies, and bank relationships. There is a strong need to build and develop an effective and robust management information system covering all areas of finance and administration and therefore good computer literacy will be

essential. A key initial issue will be the creation of a more realistic and detailed costing system.

We are seeking a well rounded, widely experienced individual who will most probably be aged 35-42 and a qualified accountant (ACMA/ACCA/ACA). Your experience will have been primarily in smaller companies rather than large corporations, with a significant "hands on" knowledge of a manufacturing environment and an initiative, "shirt sleeves" style of identifying and resolving problems. Practical experience of purely administrative affairs and the choosing and installation of computer systems will be as important as your technical financial skills. You will have acquired the maturity of considerable experience, with a diplomatic, and assertive, but not abrasive approach, and a strong desire for more general management involvement. With its increasing overseas exposure, any European language skills would be particularly beneficial.

The ultimate rewards for the successful person can be exceptional in an environment with a very progressive attitude towards fixing the remuneration to the right individual. The initial package includes an excellent salary, a fully expensed car, a very good company pension and allocation expenses where appropriate.

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If I have described the opportunity that you have been waiting for, please submit your CV to
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FINANCE DIRECTOR

A HIGH PROFILE OPERATIONAL ROLE IN FMCG

to £35,000 + Car + benefits package

North West

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To achieve these objectives a high calibre individual is sought to assume full financial control for U.K. operations which are located throughout the North and Midlands. Reporting to the Group Finance Director and the main board your initial priority will be to introduce more sophisticated management information and control systems which will then enable you to play a key role in monitoring and analysing the performance of key business areas. You will be responsible for providing the financial and strategic advice necessary to support a major programme of change and expansion within the division.

To be considered for this demanding and high profile role you must be a qualified Accountant in the age range 35-45. Your career to date must demonstrate a successful track record of achievement in an FMCG or marketing led environment utilising sophisticated computerised reporting systems. Your approach will be down to earth and flexible coupled with considerable personal presence and the commercial acumen necessary to influence and create change.

The package is negotiable and will be tailored to suit the needs of the right individual and will include fully expensed car, profit share, contributory pension and private health plan.

Interested applicants should write to Mary Byrne or telephone to request an application form on 061-236 1212.

STARK BROOKS

ASSOCIATES

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HEAD OF FINANCIAL AND MANAGEMENT INFORMATION

City

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Our client is a leading firm of Lloyd's brokers which is part of a group employing over 3,500 people in the UK. The Group's highly profitable and very successful business is derived from virtually all aspects of international insurance and reinsurance broking. They now wish to make a significant management appointment which reports to the Finance Director of their reinsurance broking company.

This challenging position involves the effective development and maintenance of the financial management reporting and accounting functions, together with the provision of high quality budgetary information to directors.

To be considered for this career opportunity you will be a qualified accountant, ideally aged between 27 and 35, with demonstrable leadership skills and a professional approach, possessing at least one year's post qualification experience in a commercial environment.

For further information please write, fax or telephone in strictest confidence
Nicolas Mabin, Divisional Director, quoting ref. CG116153.

MANAGEMENT PERSONNEL
25 City Road, London EC1Y 1AA
Telephone: 01 256 5041 (24 hours)
Fax: 01 374 8848

Management Personnel
RECRUITMENT SOLUTIONS
LONDON • GUILDFORD • ST. ALBANS • WINDSOR
NEWBURY • BRISTOL • CAMBRIDGE

Divisional Accountants

Dynamism and Innovation:

c£28,000 + car

What you'd expect from an organisation of our calibre and what we'll expect from a professional of yours

Working for the country's number one retailer represents a genuine challenge. Because here at Sainsbury's our success is built upon our reputation for providing the highest standards of quality. Standards that have been achieved through the kind of innovation, dedication and ambition that you should possess in order to join us as a Senior Accountant within our Distribution Division.

Two new and highly challenging roles have recently been created within the small Head Office team responsible for all commercial aspects of the Division. You will be working closely with Divisional line management of both our in-house depots and our contract operations - as well as negotiating with outside contractors and presenting reports to senior management - so you certainly won't be chained to a desk!

In addition to being a qualified accountant with at least 3 years' post qualification experience, preferably in a distribution environment, you will need to demonstrate excellent communication and interpersonal skills.

The rewards for your talent will be substantial: a salary of c£28,000 will be augmented by the type of benefits package you would expect from an organisation of our calibre - including a car, and profit sharing after a 2 year period. Prospects for future career development are excellent.

If your ambition matches ours, write now to:
Ms B Walmesley, Assistant Personnel Manager,
Distribution Division, J Sainsbury plc, Stamford House, Stamford Street, London SE1 9LL.

SAINSBURY'S

An Early Opportunity to Head-up your own Finance Function KEY MEMBER OF LOCAL MANAGEMENT TEAM

Age 25-29

This is a fairly unique opportunity for the young qualified Accountant who is looking for a Financial Controlling role as a next career move.

The Company is an £11m t/o division of a large multi-national FMCG plc, whose prime function is to provide essential services to other member companies within the Group.

The role will be an instrumental part of the Divisional Management team and will report to the Managing Director (with a dotted line responsibility to the Finance function at Group Level).

The responsibilities of the position will include:

- Development of financial and commercial measures of business effectiveness.
- Full participation in Divisional Board Meetings, and meetings with Group Customers.

to \$30,000 pa plus Car and Benefits

- Provision of full financial control and management information services.
- Development and motivation of financial team (7 staff).

You will be a qualified Accountant with strong personal qualities, including an immediate presence and credible presentation skills. Your potential to develop this immediate role and then progress within the organisation in 12-18 months' time is of more importance than your previous experience.

If you feel that you can rise to this challenge you should telephone Karen Wilson, BA, ACMA on 01-491 3431 (0895 633429 evenings/weekends) or write to her at: FMS, 14 Cork Street, London W1X 1PE, enclosing a recent CV and note of current salary.

FMS

Search and Selection Specialists
for
Financial Management

FINANCIAL CONTROLLER Property

c£40,000 + car + bonus

Recently established as a major property investment and development company, our client is predicting an exciting future. With substantial funding and a significant portfolio being obtained, the company will become a leader in its sector.

London based, the Financial Controller will be an important member of the management team. The role will be wide ranging with prime responsibilities being the presentation, review and interpretation of management information, financial support in respect of planning decisions and all commercial matters, and the financial management of the property portfolio. The environment will be fast-changing and is likely to become increasingly more complex - the ability to grow with the company is therefore considered an essential quality of the successful applicant.

Aged around 30, applicants should be qualified accountants. Although experience gained in either the property or retail sectors would clearly be advantageous, the company is more concerned with quality and potential.

Please write, enclosing a career/salary history and daytime telephone number, to David Hogg FCA quoting reference H/817/OF.

LLOYD MANAGEMENT Selection Consultants 125 High Holborn London WC1V 6QA 01-405 3499

LLOYD MANAGEMENT

BENDIX LIMITED

Director of Finance

c£35K + Car + Benefits + Bonus
Bristol

Bendix is one of the major air brake and electronic braking systems suppliers to the European commercial vehicle industry - truck and bus. It is a subsidiary of the Automotive Sector of Allied-Signal Corporation of the U.S.A. with an approximate turnover of £50m.

The Director of Finance will play a key role in the development of the business and will report to the Chief Executive. The specific elements within a wide range of responsibilities will include the control of cash management, the maintenance and enhancement of both financial and management accounting systems, and participation in strategic and financial planning, within a computerised environment.

The successful candidate, aged 35-48 will join an experienced team covering all the needs of

the business and will require broad based financial experience and an entrepreneurial flair in a challenging industry. The position requires a high degree of commitment and energy, strong analytical skills and the ability to identify and develop key aspects of the corporate strategy. The ability to operate effectively at a senior level is essential. U.S. reporting experience is desirable.

Please write enclosing full career and salary details, highlighting major achievements to: P.M. James, Director of Personnel, Bendix Ltd, Douglas Road, Kingswood, Bristol BS15 2NL.

Bendix

Financial Director

Glasgow

to £33,000 + car + bonus

Our client, a group of companies with a turnover of some £50 million and an excellent profit record, is an established supplier to the consumer and civil engineering markets. It forms part of a major international group which is experiencing exceptional growth.

Reporting to the Managing Director, the position will take responsibility for the direction of the financial function. In particular, this will include an input into the policy and strategic planning processes of the group companies, the controls of budgets, periodic accounts and management reports, together with responsibility for the efficiency and development of operational systems, which are all computer based. Close liaison with all operational functions within the group is also necessary.

Applicants for the position should be qualified accountants, aged 30-40, with a minimum of 5 years experience up to senior level within an industrial/commercial environment. Additionally applicants must be able to demonstrate decision making and analytical skills, have proven management ability and be able to cope with the high demands of rapid growth. An excellent package will be offered to the right applicant.

Interested applicants should send a comprehensive curriculum vitae, with salary details, and quoting reference 9617 to:

Peter Childs
Pannell Kerr Forster Associates
New Garden House
78 Hutton Garden
LONDON EC1N 8JA

Pannell Kerr
Forster
Associates
MANAGEMENT CONSULTANTS

EXETER TRUST LIMITED
Assistant to Finance Director
 Exeter Trust Limited, a West Country based Commercial Mortgage Bank, is seeking a qualified accountant for the position of Assistant to the Finance Director. The successful candidate, who will be based in Exeter, will be expected to supervise the company's accounting routines and accept responsibility for company secretarial administration and compliance matters.

Applications are invited from candidates who are between 30 to 55 years of age and who can demonstrate suitable post-qualification experience. Knowledge of computerised accounts is essential, and previous experience in banking would be an advantage. Salary will be approximately £25,000 per annum, depending on age and experience, plus other benefits including pension, company car, mortgage subsidy, etc.

Applications and CV's which will be treated in the strictest confidence, should be addressed to The Finance Director, Exeter Trust Limited, Exeter Trust House, Blackboy Road, Exeter, Devon EX4 6SE

GRADUATE, QUALIFIED ACCOUNTANTS

Since qualifying you may have decided that the qualities of drive, innovation and precision within your personality are not likely to be fully utilised within the profession. You may feel your sphere of influence is limited at present to a factual and tactical basis: that the job lacks incentive to really compete and create. That beyond a certain level the rewards structure is no longer performance-related. Within the corporate finance department of our client this is demonstrably not the case. The department is made up of seven teams each headed by a director; individual and team performance is easily identified.

The client is a leading British Securities House. They handled many of last year's best managed and largest takeovers and defences. Domestically it would be hard to ignore their ability to deliver, they dominate several vital markets. The bank is proactive in all major fields of corporate finance, it offers heavy weight experience, good management discipline and kudos for its staff.

No particular accounting background would be excluded, you may be newly qualified, working in audit, insolvency, special investigations or corporate advisory services etc. Qualities of personality are important: you should enjoy competition and be prepared to innovate and persuade to produce results. Your qualification is adequate proof of precision and the ability to complete a task. A European language would be an advantage.

If this opportunity appeals to you please contact Luci de Nordwall in confidence.

In this case a good first degree and an accountancy qualification are mandatory. The requirements discussed above may appeal to others, for instance, those working in Law, Management Consultancy or perhaps a competing Merchant Bank Broker: if so, we have a number of alternative briefs that may be suitable.

CORPORATE FINANCE £28,000 to £38,000
 + PERFORMANCE RELATED BONUS, MORTGAGE SUBSIDY CAR etc.

Recruitment Matters Ltd.
 15 Great Eastern Street · London EC2A 3EJ
01-377 1600

Fax No. 377 1801

Group Finance Director (Designate)
South Yorkshire c£28,000 + Car + Benefits

Our client is a profitable, expanding and innovative £8 million turnover independent group of companies, engaged principally in the design, manufacture and marketing of engineering products. As market leader in their field, they have built an enviable reputation for quality and service and are now diversifying into new and related business activities.

Reporting to the Group Managing Director, responsibility will be for all aspects of the finance and company secretarial functions, with emphasis on the further development of the group's management information systems. Operating at Board level, the successful applicant will also be expected to contribute significantly to strategic business planning and the overall commercial management of the group.

Candidates, aged 28-35, will be qualified Chartered Accountants, who can demonstrate a track record of achievement within a large professional firm and subsequently in a commercial business environment. Sound technical skills, computer literacy and a "hands-on" participative approach are essential prerequisites for this role. A medium term appointment to the Board is envisaged.

A comprehensive benefits package including a profit related bonus scheme and full relocation facilities is available. Interested applicants should write to Mark Hazley, BSc ACMA, quoting ref: L8467, at Michael Page Finance, Leigh House, 28-32 St. Paul's Street, Leeds LS1 2PX. (Tel: (0532) 450212).

Michael Page Finance
 International Recruitment Consultants
 London Bristol Windsor St Albans Leatherhead Birmingham Nottingham
 Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Career Development Opportunity for Young Accountant
DEPUTY FINANCIAL CONTROLLER

West London Flex c. £26,000 + Car

Our client is a well-established market leader whose products and services are clearly focused on a highly commercial business sector. The growth of the company is continuing at a rapid pace both organically and through acquisition.

As Deputy Financial Controller of a major division (T/O £140m) of the company, the value of your financial input and control across the regional operating and manufacturing units will be clearly recognised. You will play a leading role in the development of the Division as a whole and act as a catalyst for the further development of information flows and financial controls through local management and Regional Financial Controllers.

Responsibilities will include:

- Management of the budgeting and monthly management accounting processes.
- Providing relevant, timely and accurate information to Senior Management together with interpretation and analysis of business performance, highlighting plan variances.
- Leading and assisting Line Management and Operating Business Controllers to improve and develop management information and controls.
- Assisting the Financial Controller with acquisition and other projects.

A graduate, qualified accountant you will have at least 3 years relevant experience in a high-profile, commercially orientated management accounting role. This must be coupled with the ambition and ability to step into the 'No. 1' slot in the medium term. As well as technical competence you will demonstrate excellent communication skills and the ability to manage change firmly, though sensitively whilst providing fresh ideas and solutions to problems.

You should contact either Chris Mearns or Shirley Knight, enclosing your CV and salary details, at FMS, 14 Cork Street, London W1X 1PE. Tel: 01-491 5451.

FMS
 Search and Selection Specialists
 for
 Financial Management

Investment Appraisal Manager
Leeds Up to £23,000

Royal Mail Letters are seeking an Investment Appraisal Manager who will be responsible for the financial appraisal of major buildings projects in the Northern Buildings and Estates Centre in Leeds.

The successful candidate will be responsible for advising projects staff on the financial aspects of all buildings projects and carrying out financial evaluation of viable options using DCF techniques with the assistance of an investment analyst.

You must be capable of operating at a location remote from your immediate supervisor and should possess strong interpersonal skills enabling you to deal effectively with project staff.

The post would suit a recently qualified accountant or finalist who feels that they have the right qualities to offer Specific investment appraisal experience is not essential. Some travel will be required.

A competitive salary in the region of £23,000 is offered, depending on qualifications and experience, together with a pension scheme and five weeks holiday. Relocation assistance is available where appropriate.

Please write with full cv to Mrs J Poore, PIR(L)1, Room 282a Post Office Headquarters, 33 Grosvenor Place, London SW1X 1PX. Closing date for applications is 14 April 1989. The Post Office is an equal opportunities employer.

Royal Mail

Management Accountant
Berkshire
Salary c £32,500, Plus Financial Services Benefits And Car

Prudential Corporate Pensions provides a comprehensive range of pensions services to corporate clients. Funds under management currently exceed £8 billion. This key position within the expanding finance function has arisen amidst a climate of change and re-organisation to meet the needs of an increasingly competitive market. The successful candidate will assume responsibility for coordination and production of all management accounting information for the Corporate Pensions division, supported by a team of six staff. Working to new and tight deadlines, this will include further development of monthly management information packages as the organisation evolves into discrete business units. This commercial role will involve extensive liaison with line management.

Ideally you will be a qualified accountant, aged 28-35 with proven management accounting, staff management and analytical experience. Personal qualities will include an innovative ambitious personality with impressive interpersonal skills. There are excellent opportunities for career development within one of Britain's largest financial services groups.

Male or female candidates should submit in confidence a comprehensive c.v. or telephone for a Personal History Form to: B.K. Boylan, Accountancy Division, Hoggett Bowers plc, 122 Hanover Street, LONDON, W1R 9WB. 01-734 6882. Fax: 01-734 3738, quoting Ref: K16008/FT.

PRUDENTIAL
 Corporate Pensions

Hoggett Bowers
 BIRMINGHAM, BRISTOL, CAMBRIDGE, CARDIFF, EDINBURGH, GLASGOW, LEEDS, LONDON, MANCHESTER, NEWCASTLE, NOTTINGHAM, SHEFFIELD, WINDSOR
 A Member of Blue Arrow plc

GUARANTEED SUCCESS!
CAMBERLEY £30,000 + CAR

An exciting opportunity for an entrepreneurial accountant to join this successful and professional team and contribute at a senior level to improving the profitability and efficiency of the company. The successful applicant will demonstrate a 'Hands on' Approach with a proven track record of achievements, preferably within a hi-tech environment—and have the capacity to develop to board level in the medium term. An excellent remuneration and benefits package is on offer.

A BANK NOTE FOR ACCOUNTANTS
WC2 £30,000 PACKAGE

Firmly established at the Financie of the banking world, this client is now offering the exciting opportunity to join their prestigious operation. The role lacks the uniformity of many senior accounting positions, an integral part of the job being to develop new costing functions within a rapidly expanding department. Aged over 30 your qualified status and mastery of cost accounting will secure a position where career development and excellent remuneration is guaranteed. Ref: CDIC

FINANCIAL DIRECTOR DESIGNATE
WEST LONDON £30-£40,000 + PACKAGE

A major Construction Group require a Financial Controller/Financial Director Designate, to ensure total responsibility for the accounts function. A wide range of ad hoc projects and investigations of a financial nature. Responsibilities will include—full financial reporting at Board level, Management Accounting and development of a financial strategy for future growth including systems development. For this exciting opportunity you should meet the following requirements—must be qualified preferred ACA, age to 40 years, with at least 5-10 years commercial PQE. Ref: NCW2.1

Accountancy Personnel
 Placing Accountants First
Hays
 AN EQUAL OPPORTUNITIES EMPLOYER

Accountant/Financial Controller

We are a growing retail company based in Sheffield and aiming for the U.S.M. in 1990. We are now seeking to make a new key appointment to assist in achieving this objective.

You must be a qualified accountant capable of taking the lead in upgrading the accounting systems and refining the financial and management information. You will probably be in your mid/late 20s prepared to dedicate yourself to achieving the highest standard and anxious to take an active role in a young and determined team.

You will probably be bored where you are now.

We are offering a salary of up to £25000 p.a. plus car and an intense environment where you will rapidly see the results of your input.

Please reply to: Robin Silver
 BKPT Clothing Co Ltd
 19 Charles Street
 Sheffield S1 2HS

TAX AND FINANCE SPECIALIST
C.LONDON c. £40,000

Having built up a very strong client portfolio through repeat business, referral and personal recommendations, our client, a highly profitable and expanding financial services company, has created a new position for a Financial Advisor to help them realise further levels of growth.

This role will entail a high quality professional service advising clients on a wide range of taxation and finance issues, both corporate and personal, whilst also seeking out new business opportunities. Since some assignments involve relatively complex work, you will be required to have a good awareness of a broad range of tax issues and current statutory requirements.

In addition to a strong technical background, it is desirable, though not essential, that you be a graduate, aged c.25-35, possessing either a tax, accountancy or law qualification. Certainly, you must have an empathy for the clients' commercial welfare and indeed enjoy maintaining and enriching these business relationships. Contributing to the company's continued success will enable you to enjoy participation in a substantial profit sharing scheme.

For further information please telephone Fiona Davidson on 01-631 0479 or 01-470 0534 (evenings/weekends). Alternatively write to her at Seer Selection Ltd., Marcol House, 293 Regent Street, London W1R 7PD.

SEER
 Seer Selection
 RECRUITMENT CONSULTANTS

Head of Corporate Finance

PARC, Ireland's leading international management services company is looking for a HEAD OF CORPORATE FINANCE to join its highly skilled management team.

A subsidiary of Aer Lingus, PARC now employs over 1,500 people worldwide in healthcare, aviation, management and consultancy services.

The Head of Corporate Finance will be the senior financial executive in the PARC Group. He or she will report directly to the Group Managing Director and will be responsible for all group financial developments. The successful candidate will be a qualified accountant with considerable financial and commercial experience. International experience would be an advantage but is not essential.

The position is Dublin based but will require considerable overseas travel. The remuneration package will reflect the seniority of this key position.

Your C.V. should be sent, in strictest confidence, to:
 David Hanly,
 Group Managing Director,
 PARC,
 St. John's Court,
 Swords Road,
 Samsby,
 Dublin 9,
 Telephone: (01) 428883

PARC
 Aer Lingus Company

Handwritten signature or mark at the bottom center of the page.

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A CHALLENGE TO TAX THE MOST AMBITIOUS ACCOUNTANTS...

Northampton

Widely regarded as one of the most innovative of the post-deregulation Building Societies, Nationwide Anglia has launched into a period of huge growth on a wave of new products and services. New investment products... money market fund raising... retail banking... estate agency... housing development... all are being explored and exploited to the full. All these developments will have a tremendous impact on the Group's taxation affairs and as a result the Society is looking to recruit tax professionals to expand its Group Tax Department.

The salaries and benefits are generous and in accordance with the importance of the positions. They include a fully expensed car, concessionary mortgage, bonus scheme, free BUPA and relocation assistance where appropriate.

ASSISTANT TAX ACCOUNTANTS c£16k + benefits

Two young professionals, qualified or studying for an accountancy or AAT qualification, to assist Tax Accountants in a range of work. These will include detailed tax analysis of General Ledger accounts, preparation of detailed working papers and Forms P11D, and quarterly completion of Group VAT returns. The accuracy of your work will be relied upon by Tax Accountants without detailed checks. Other ad hoc projects will frequently arise. This is an exceptional career opportunity with a major force in financial services. The concessionary mortgage will become available after a qualifying period.

The more our organisation diversifies, the more your skills - and prospects - will broaden. Seize the opportunity now by writing with your CV and current salary to: Richard Wharton, Personnel Administration Manager, Nationwide Anglia Building Society, Chesterfield House, 15-19 Bloomsbury Way, London WC1V 6PW. Closing date for applications 10 April 1989.

TAX ACCOUNTANTS c£23k + car + concessionary mortgage

Two recently-qualified Chartered/Certified Accountants or AAT specialists with at least 12 months post-qualification tax experience are required, one to focus on the Estate Agency network, the other on the Society and its other subsidiaries. You will be responsible for the preparation and control of all corporation tax, VAT, Income Tax and PAYE computations and Compliance matters and will have considerable scope to investigate and progress tax planning opportunities. Your ability to recognise tax-sensitive areas and identify potential problems or areas of non-compliance, together with your solutions, will make a vital contribution to the cause of minimising the Group's liability. With new business developments constantly arising, you begin to appreciate the level of challenge - and satisfaction - involved.



Nationwide Anglia Building Society

We are an Equal Opportunities Employer

HIGH-PROFILE APPOINTMENTS WITH A MAJOR MULTINATIONAL

European Headquarters Hertfordshire

OUR CLIENT is the largest division of a billion pound multinational technology group, specialising in precious metal fabrication and chemical processing. The Directors are seeking to strengthen the finance team by recruiting qualified accountants for two key roles:

European Controller: c.£35,000

Reporting to the Divisional Financial Director, you will make a major contribution to the business strategy and plans, by reviewing and analysing financial and management data from the European Business Units.

In order to achieve this, there will be close liaison with senior business and financial management from several European countries, necessitating a commercial understanding of the business. Overseas meetings therefore, will be an integral part of the job.

A proven track record of having operated comprehensive, computer-based financial control and reporting procedures, covering more than one location is essential, and an understanding of foreign exchange exposures and local statutory issues is highly desirable.

Candidates are likely to be over 32 years with a professional accounting qualification and currently holding a senior financial position in industry. The ability to speak one or more foreign languages would be a distinct advantage. Ref: 3153/LAS/FT.

to speak one or more foreign languages would be a distinct advantage. Ref: 3153/LAS/FT.

Finance and DP Manager: c.£30,000

This is a senior management position, heading up a complex, centralised multi-disciplined service unit.

You will have overall control and responsibility for running an efficient and effective accounting and data processing department embracing sales ledger, credit control, purchase ledger, cash management, stock control, and all elements of statutory and management accounting.

The role demands an experienced manager with excellent interpersonal skills, who is capable of building a team and inspiring confidence in order to meet tight reporting deadlines.

This position will appeal to qualified accountants aged over 35 years who are well organised, with the capability of adopting a 'hands-on' approach to problem solving when necessary. Ref: 3154/LAS/FT.

Both positions offer a quality car, bonus and excellent benefits. If you are seeking the intellectual challenge of working in a demanding, pressurised environment, and your ambitions match those of this highly visible, expanding group, then please send cv, quoting the appropriate reference and your current salary, to Laura Smith, PA Consulting Group, Hyde Park House, 60a Knightsbridge, London SW1X 7LE. Tel: 01-235 6060.



Creating Business Advantage

Executive Recruitment - Human Resources Consultancy - Advertising and Communications

Ideal First Move Into Commerce/Industry HIGH PROFILE ROLE

Central London

Further rapid growth in this successful International British Group has created an opportunity for a commercially minded newly/recently qualified accountant.

Our client, whose products are market leaders in their sectors, operates along decentralised lines with central over performance exercised by a small Central London Head Office management team.

As part of this young motivated Group Finance Team, in addition to a significant contribution to the Group annual accounting processes, you will be involved in providing a comprehensive accounting service for the UK parent company and several overseas subsidiaries to include:

- Monthly and quarterly management accounts.

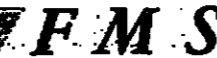
to £25,000 + E.E. Car

- Plans, forecasts and budgets.
- Statutory accounts.

The company's open management style encourages wide involvement in financial areas and exposure to systems development and treasury matters.

The likely successful candidate will be an ACA, who in addition to obvious technical ability, has the presence, interpersonal skills and maturity to operate in a fast moving commercial environment. Career development opportunities within the Group, for committed achievers, are exceptional.

Interested individuals should write, enclosing a current CV and salary details, to Shirley Knight BA, ACMA, MBA at FMS, 14 Cork Street, London W1X 1PE. Telephone 01-491 3431.



Search and Selection Specialists for Financial Management

Financial Controller

London

£30,000 - £35,000 + Car

We have been retained by an international corporation in the European Drinks industry. As part of its strategic plan the company is poised to expand its European operations. Linked to this expansion is the need for an accountant to develop and manage the finance function.

Reporting to the Managing Director in London, you will be responsible for the implementation and management of accounting systems. Specific tasks will embrace:

- The provision of feasibility studies.
- Budgetary control.
- Maintenance of financial reporting.

You will be a qualified accountant, aged 30-40 with: good computer experience in particular with PC's; familiarity of US accounting principles; and knowledge of international trading procedures. Confidence, the ability to initiate actions, a commercial approach and good communication skills, are all essential prerequisites.

If you are interested and meet the above requirements then please send your curriculum vitae and daytime telephone number to: Jon Anderson ACMA, Executive Division, Michael Page Finance, 39-41 Parker Street, London WC2B 5LH quoting ref. M124.



Michael Page Finance

International Recruitment Consultants London Bristol Windsor St Albans Leatherhead Birmingham Nottingham Manchester Leeds Newcastle-upon-Tyne Glasgow & Worldwide

Financial Director City of London

FCAs 35-45

c.£50,000 + Car + Bonus + Benefits

Our Client is a dynamic and rapidly expanding PLC involved in the provision of software and services to the financial services industry nationally and internationally. The group is seeking a suitably experienced Financial Director to play a key role in the continuing success and development of the company.

The role will cover overall responsibility for all financial services to the board - group statutory financial accounts; group management accounts, budgets, forecasts; treasury, taxation, planning and financial restructuring; systems development, computer modelling; liaison with banks, institutions, professional advisers, investors, and analysts; and involvement in corporate acquisitions/disposals etc.

More importantly, as a Board member the successful applicant will be expected to contribute to the direction and development of the business in the major financial centres.

Candidates (male or female) must have a proven track record as a Financial Director in a fast-growth PLC, not necessarily in a related sector.

For more information, please contact George Ormrod B.A. (Oxon) on 01-836 9501 or write with a copy of your CV to Douglas Llamblas Associates Limited, 410 Strand, London WC2R 0NS, quoting reference no. 2966.



BIRMINGHAM 021 222 1521 BIRMINGHAM 021 222 1521 BIRMINGHAM 021 222 1521 BIRMINGHAM 021 222 1521 BIRMINGHAM 021 222 1521

Financial Controller City

City

Salary c£30,000 + benefits

Our client, a well-respected and expanding professional organisation based in the City of London has a reputation for providing outstanding service to its members. Currently undergoing a period of growth, they have identified the need to appoint a Financial Controller to manage their finance function.

Reporting to the Director of Finance, and liaising closely with the Treasurer, the successful candidate will be responsible for all management and financial reporting, special project accounting and liaison with various external bodies.

Candidates will be qualified accountants who can demonstrate sound commercial experience and practical success in managing the finance area in a computerised environment. You will be self-motivated, organised and have sound EDP exposure. Strong personal attributes are essential to this role and you must be capable of interfacing with non-financial colleagues.

Interested candidates who meet these criteria, should send a detailed CV including current salary, to David Fyles, quoting reference LM 683 at Spicers Executive Selection, 13 Bruton Street, London W1X 7AH.



SPICERS EXECUTIVE SELECTION

A MEMBER OF SPICER & OPPENHEIM INTERNATIONAL

Financial Director Thames Valley

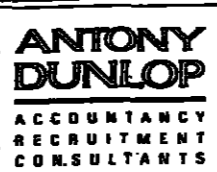
Thames Valley

around £50,000 + bonus + car

As the result of continuing expansion both by internal growth and by acquisition, our clients, one of the principal divisions (t/o £250m) of a major UK based international group, have created the role of Financial Director. Working closely with the Managing Director and assisted by a qualified staff, the successful candidate will play a major role in the division's planned expansion including development into continental Europe. He/she will have particular responsibility for the evaluation of potential acquisitions, the review of capital projects and the day to day responsibility for all aspects of financial control. Applicants will probably be Chartered Accountants, aged 32-37, who have already worked in a similar environment and possess the necessary entrepreneurial skills to succeed in a fast moving organisation. There are exceptional opportunities within the group for career progression. Ref: 2107/FT. Write or telephone for an application form or send full details (with daytime telephone number and current salary) to R.P. Carpenter, FCA, FCMA, ACIS, 2-5 Old Bond Street, London W1X 3TB. Tel: 01-493 0156 (24 hours).

Phillips & Carpenter

Selection Consultants



FINANCIAL CONTROLLER (Director Designate)

C £27,500 + car + bonus

A rapidly expanding Electrical Distributor with a turnover approaching £14 million, seek to appoint a Financial Controller. The Company, an autonomous subsidiary of a major property and investment group distributes electrical kitchen appliances to the building industry. There are five United Kingdom distribution depots, with a soundly based expansion plan already in operation.

Reporting to the Managing Director, you will be responsible for the overall accounting function. You will take charge of an accounts department of 12 staff who will assist you in the production of management and statutory accounts. Your initial task will be to take over and continue the systems development necessary to meet the demands of future

Surbiton, Surrey

growth. Thereafter you will play a key role in the continued expansion of the Company. You will have the chance to prove your ability to become the Finance Director at the earliest opportunity.

Applicants aged between 28-38, must be qualified accountants with post qualifying experience gained in a commercial environment. In addition you should have proven ability in the ongoing development of computer systems. A knowledge of spreadsheets and database software would be helpful.

To apply, please contact Antony Dunlop at Antony Dunlop Ltd, 18 Jamyn Street, London SW1Y 6HP. Tel: 01-439 6171. Curriculum Vitae may be sent by post or facsimile on 01-734 4571. Or call 0483 756580 evenings only.

LONDON AND AUCKLAND

STRATEGIC FINANCIAL MANAGEMENT

Diverse PLC Hertfordshire

Our client is a dynamic public group of companies with interests in the manufacturing, distribution and service sectors. Following rapid expansion in the early 1980's the group is undergoing a period of consolidation and organic growth prior to embarking on an exciting acquisition programme. In order to realise these ambitious corporate objectives the group seeks to strengthen the financial direction and management of its operations.

GROUP FINANCE DIRECTOR

£75,000 + Bonus, Car, Options etc

An enthusiastic Finance Director is required to work closely with the Chief Executive in achieving profitable corporate growth. Key aspects include strategic planning and control, the direction and control of the finance functions, liaison with the City and professional advisers and the appraisal and subsequent absorption of suitable acquisition targets.

The successful candidate, probably the Finance Director of a manufacturing orientated public company, will possess outstanding technical skills coupled with sound commercial awareness. Strength of personality and the drive to direct the Group through a key phase of development are essential requirements.

GROUP FINANCIAL CONTROLLER

£25-£30,000 + Car etc

An ambitious young accountant is required to be responsible for monitoring the Group's accounting procedures and policies, the consolidation of monthly and annual accounts, preparing forecasts and co-ordinating treasury and tax planning activities.

Applicants, probably Chartered or Certified Accountants aged 27-30, will possess exceptional technical skills coupled with the ability to communicate at all levels within a major PLC. Prospects for future promotion are excellent.

These are high profile roles within an ambitious, aggressively managed group. Competitive salaries together with substantial fringe benefits are therefore offered.

Interested applicants should send a comprehensive career résumé including salary history and daytime telephone number, quoting reference 3020, to Mr P. Hornby, Executive Selection Division.

Touche Ross
Thames Inn House, 3-4 Holborn Circus, London EC1N 2HB.

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You will be ambitious, aged 22-30 with an analytical enquiring mind and be able to liaise effectively with board members and trading staff.

High profile, exposure to the financial markets and expansion of the organisation provide excellent opportunities for career development.

Interested candidates should contact Suzie Mummé on 01-248 3653 (or 01-673 2549 evenings/weekends) or write, sending a detailed CV to the address below or use our confidential fax line on 01-248 2814. All applications will be treated in the strictest confidence.

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Tel: 01-248 3653

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Reporting to the Managing Director, the role is wide ranging and, in addition to the usual and expected responsibilities, a significant commercial contribution will be required together with a review of existing systems.

A commercially aware and creative individual is sought who, in a manufacturing environment, will have gained a sound knowledge and experience of costing systems. The ability to work under pressure and to tight deadlines is also vital, as is prior staff management experience. Success in this role will result in early promotion to the Board.

An attractive package is offered which includes share options and a high value car. The position offers the opportunity to gain first class commercial experience and the potential exists to develop a career within a successful and acquisitive group.

Candidates will be qualified accountants and, ideally, aged in their early thirties. Applications, in confidence, should either be addressed or faxed on 01-439 7665 to John Cockerill BSc FCA quoting reference 61711. Alternatively, telephone for further information.

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Qualified ACA Manager - International Corporate Review

Wimbledon c.£28,000 + Car + Bonus

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You will establish the new Corporate Review Department which will initially involve financial and operational review of UK and Overseas locations. This will develop into the control of policy setting and corporate reporting.

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The salary and benefits package reflects the seniority of this high profile role and the prospects for progression are good.

For further details, please contact our advising consultant, ANDREW FISHER, on 01-404 3155, or write to him at Alderwick Peachell and Partners Ltd., Accountancy and Financial Recruitment, 125 High Holborn, London WC1V 6QA.

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Management Accountant

Central London

FCMAs 35-45 to £35,000 + car

Our client is a major food importing/exporting group with an annual turnover in excess of £200 million seeking to recruit an experienced management accountant to work in the Central London Head Office.

Reporting direct to general management, this is a senior role in the organisation with responsibility for the financial control of sales, marketing and distribution throughout the United Kingdom and Western Europe.

Duties will include the preparation of group management accounts, budgets, forecasts, foreign exchange management, systems development, control of the in-house D.P. department, liaison with auditors and legal advisors.

Candidates (male or female) should ideally have management accounting/divisional controllership experience gained within the food distribution industry or general FMCG sectors.

For more information, please contact **George Ormrod B.A. (Oxon)** on 01-836 9501 or write with a copy of your CV to **Douglas Llambias Associates Limited, 410 Strand, London WC2R 0NS, quoting reference no. 2973.**

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Our client is a fast expanding acquisitive PLC with exciting plans for future development.

A Chief Accountant is required to head up the Finance Department of one of the subsidiaries operating in the electronics industry. As the senior financial officer of the subsidiary, the Chief Accountant will have total responsibility for the financial management of the company and close involvement in the decision-making process.

This is a unique opportunity to implement change and to develop an effective and commercially orientated financial management service.

A graduate with a recognised accountancy qualification and preferably at least 2 years' experience in a manufacturing industry, you should have considerable commercial acumen together with a wide range of management and accounting skills. Computer literacy and practical experience of spreadsheet applications is also important.

In return, our client offers a competitive salary and generous range of benefits which includes fully expensed car, bonus and pension and health care schemes.

Please write with full CV, quoting ref: 96002 to **David Thackeray, MSL International, Pilgrim House, 2-6 William Street, Windsor, Berkshire SL4 0BA. Telephone: (0753) 842044.**

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CHIEF ACCOUNTANT - NEW LLOYDS BROKER

circa. £30,000 p.a. + car + Benefits

An opportunity has arisen for the newly created post of Chief Accountant to join the company at this early stage of their development. Our Client is already guaranteed substantial business in the first financial year and is supported by a successful Broking House.

The Chief Accountant will report to the UK based Financial Director and will probably be a qualified Accountant, aged between 25 and 35, with recent experience in a Lloyds Broker. A new fully computerised accounting and production system has been acquired and the successful candidate will be responsible for setting up the system, incorporating all aspects of financial and technical accounting, including statistics.

Prospects for personal and professional development are excellent for someone wishing to develop their career in a company committed to the highest standards of Client service and growth.

Applications in the strictest confidence, enclosing a full CV and salary history too: **Jeremy Lancaster, PROBE EXECUTIVE SELECTION, 15 Arillery Passage, Bishopsgate, London E1. Tel: 01-377 5759.**

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ACA. Ideally aged 24 to 30, to join small/medium sized firm of Chartered Accountants. 1st Class Prospects.

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01-248 3653

EXCELLENCE IS OUR GOAL

Lewisham's Building Works Direct Labour Organisation has been re-shaped and re-oriented to meet the challenges and opportunities of the next decade. Our aim is to provide high quality services responsive to the customers' needs. To succeed we know that we must welcome and encourage constant change and innovation. We have therefore developed our organisation around some thirty key cost and performance centres. Each will operate with a large degree of autonomy in achieving the organisation's corporate and individual goals.

With an annual turnover in excess of £16 million in 1988/89, we operate in a totally competitive environment with our future being dependant upon continued commercial success. Essential to that success is the need to provide strong and effective financial management of the organisation.

We seek people capable of exceptional performance with a proven track record of achievement in a commercial environment. Excellent pay and associated benefits together with a high degree of job satisfaction and the opportunity of establishing a national reputation await the right candidates.

Management Accountant

£20,526-£21,816

Plus casual user car mileage allowance

Reporting directly to the Head of Building Works, this key post will be responsible for the financial management of the Division. This is no boring backroom job. You will be expected to adopt a high profile, actively seeking out entrepreneurial and innovative solutions across the full range of the Division's expanding area of operations.

You will have experience of developing, implementing and managing financial systems in a public or private sector commercial environment. As a key member of the Division's management team you will be an excellent communicator, keen and capable of selling your vision of the organisation's future to your peers and subordinate staff.

Experience of implementing I.T. based solutions would be extremely advantageous.

Please quote Ref BWD/MA.

Assistant Management Accountant

£17,001-£18,366

Plus casual user car mileage allowance

Reporting directly to the Management Accountant and deputising for her/him, this post offers tremendous opportunities for personal development and experience operating in a highly challenging environment. Not only will you be able to broaden and diversify your accounting skills but you will never be far from the realities of operating in the "front-line" of an organisation delivering a major public service to the community.

You will therefore be keen to develop and implement practical and innovative solutions to practical problems. You will play a key role in the development of systems to streamline and improve the management of a large labour-intensive organisation dedicated to the achievement of excellence.

Applications are particularly welcome from women and black people as they are under-represented in this area of work.

Please quote Ref BWD/AMA.

Closing date for receipt of completed applications 14th April 1989.

Lewisham

Building Works Division Personnel Section, Downham Depot, R/O 499 Bromley Road, Downham, Bromley Kent, Tel: 01-498 9965 ext. 246/247. Please quote appropriate reference.

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Our client is an expanding group, operating principally in the UK Building Sector with interests in California and Europe. An impressive growth rate has enabled this business to achieve a turnover in excess of £200 Million.

An excellent career opportunity has arisen for a recently qualified Chartered Accountant to join their innovative Head Office Management team. Reporting directly to the Finance Director you will review monthly accounts, cash flow and budgets of the operating divisions, prepare the group interim and full year accounts, and handle project work relating to acquisitions and disposals.

The successful applicant will offer sound technical ability in both financial accounting and taxation matters. This challenging position seeks a commercially aware Accountant with a keen analytical mind who can make a vital contribution to the success of the business. Executive benefits package.

Male or female candidates should submit in confidence a comprehensive C.V. or telephone for a Personal History Form to: **B.E. Boylan, Accountancy Division, Hoggett Bowers plc, 1/2 Hanover Street, LONDON, W1R 9WB. 01-734 6852. Fax: 01-734 3738, quoting Ref: K16010/FT.**

Finance and Administration Director

Not merely accountancy, more strategic development.

East Scotland c. £30,000 + car + relocation

A nationally known name and part of an international Group, our client is a brand leader in its specialist f m c g market. As part of an exciting period of redevelopment and rejuvenation, we seek on their behalf a young, talented finance/management professional to be appointed as Finance and Administration Director.

Reporting directly to the Managing Director as a key member of the small senior management team, you will be responsible for corporate and financial planning, accounts, credit control and computing, as well as vital sales support and customer service functions.

You must therefore be more than a qualified accountant with computer experience. You must also have a proven track record at management level, an outgoing, market-orientated approach and an aggressive but constructive attitude to financial control.

If you can combine these qualities to move the business forward at a strategic level, you will enjoy career development potential in either financial or more general management responsibilities, throughout the Group.

Initially however, you will receive a remuneration package c. £30,000 p.a. plus an executive car, subsidised private medical health insurance, an excellent non-contributory pension scheme and, where necessary, assistance with relocation to this pleasant area of Scotland.

Please write, in confidence, with full details. These will be forwarded direct to our client. List separately organisations to which they should not be sent. B.G. Woodrow, ref. BGWB/2.

MSL Advertising, 32 Aybrook Street, London W1M 3JL.

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Financial Director

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Your role will be to contribute to the overall strategic and commercial management of the company both in the UK and overseas, and to provide timely financial management information to the rest of the management team.

Aged 30 plus, candidates will be FCA's with around 10 years' progressive financial and management accounting experience in manufacturing businesses using standard costs. More importantly they will be commercially orientated and keen to provide the appropriate financial environment to help the company to grow in all its markets worldwide.

There will be opportunities to identify and negotiate acquisitions, and to open and establish new subsidiaries. The benefits are those of a major group and relocation expenses will be offered to an attractive part of the East Midlands.

Please write with full details to Michael Carr, quoting reference B.16157.

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Shandwick

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Due to outstanding growth over the past few years, a unique opportunity has arisen for a qualified accountant to join one of the major consultancies within the UK Group.

Reporting directly to the Managing Director, the Financial Controller will have overall responsibility for the financial management of the consultancy, assisting in the formulation of business plans and strategies.

The position calls for a constant development of management information and close liaison with directors and other senior management.

Ideally, the successful applicant will have a proven track record of effective management and be in the age range of 25-40 years.

Our consultancy's reputation is of the highest professional level in its particular sector and similarly, staff enjoy the same level of recognition.

WRITTEN APPLICATIONS SHOULD BE MADE TO
RICHARD MUNRO, FINANCE DIRECTOR, SHANDWICK UK PLC,
95 PARK LANE, LONDON W1Y 3TA.

ASSISTANT TO FINANCE CONTROLLER

New role - exciting challenge

Chester area Age 25-35 c.£24,000 + car

Our client is a large, (£600m turnover) highly-respected international Group, with headquarters in attractive Cheshire countryside. The head office team is being strengthened to spearhead the Group's development plans - creating an unusually interesting opportunity for a talented young finance professional. The role incorporates two main areas of responsibility. Firstly, you will handle treasury matters throughout the Group - monitoring cash resources, negotiating debt facilities, forecasting funding requirements. This will involve high-level liaison with divisional executives as well as banks and external advisors. Previous treasury experience is not essential, but an awareness would be an advantage.

In addition, you will work closely with the Group Finance Controller on financial planning, taxation, review of reporting systems, Group-wide consolidation and ad hoc investigations. Here again, your contacts will be wide-ranging and will demand an energetic, persuasive approach.

This is a new, exciting function. It will suit a qualified accountant who has strong technical skills, combined with a mature personality and a commercial mind. Success will bring prospects that should more than satisfy your ambitions as the Group continues to develop.

Relocation will be paid where necessary.

Please contact Dudley Harrop at our Manchester Office on 061-834 0618 or Linda Gaskell at our Liverpool Office on 051-236 9373 quoting ref. MZ106

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FINANCIAL CONTROLLER/DIRECTOR DESIGNATE

Progressive UK haulage company based in East Anglia requires a qualified accountant. Reporting direct to the Chairman this post will suit a person wishing to pursue an active career in commerce, and it is anticipated that a directorship will follow in due course.

Apart from sound financial skills the ideal candidate should be able to communicate well and be flexible in approach.

The financial package will be negotiable depending on experience but will be competitive and include a car.

Candidates should first reply in writing, with full C.V., to:-
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RECENTLY QUALIFIED ACAS

Management Consultancy

New Bridge Street Consultants specialises in high level consultancy assignments developing capital rewards and is looking for two recently qualified accountants to contribute to the development and expansion of its activities. Founded in 1984 and wholly owned by the solicitors Clifford Chance, NBS has expanded rapidly and could offer you excellent opportunities for personal development in a multi-disciplinary professional environment.

NBS is an innovative consultancy and has made a major contribution to the development of ESOPs in the UK - particularly leveraged ESOPs. Candidates should be graduate chartered accountants with about 2 years ppe. No previous specialist experience is required although investigations or banking experience might be useful. The ability to prepare financial projections is essential as are excellent communication skills.

Reply with full CV to Laurie Brennan, Chief Executive, New Bridge Street, Consultants Limited, Tallis House, 2 Tallis Street, London EC4Y 0BJ.

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Please send me further details on the Capital Markets Workshop.

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310	280	Am. Brt. Ind. Ord. Cals	310	0	10.0	3.2 -
62	25	Amalgam and Finance	57			
57	29	BBS Design Group (USNO)	26	0	2.1	7.3 4.5
173	150	Barclay Group (SE)	166	0	2.7	1.4 28.4
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125	56	Trelian Holdings (USNO)	120	0	2.7	2.7 18.0
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تجدد امة العرب

INTERNATIONAL COMPANIES AND FINANCE

Tokai thinks big on deregulation

Stefan Wagstyl on a Japanese bank's fight against larger rivals

The accepted wisdom in Japan is that the biggest financial companies will be the greatest beneficiaries of liberalisation. Deregulation, it is widely believed, will allow the giants of the industry to squeeze steadily their smaller banking rivals.

Small companies will continue to prosper in specialised corners, so the brunt of the giants' attack will fall on medium-sized groups too small to compete across a wide range of services and too large to hide in a niche.

Tokai Bank, the sixth largest Japanese "city" (commercial) bank, begs to differ. Mr Ryuzichi Kato, its outgoing chairman, says he feels at no disadvantage to the five larger banks. "Certainly there are bigger banks in Japan. But there are also many smaller banks. We don't have to work harder than the others."

By international standards, Tokai is hardly small, or even medium-sized. Last year it was the ninth largest in the world in terms of deposits.

Like the larger banks, it has had no trouble raising new funds to boost its capital to meet new international standards for capital adequacy laid down by the Bank for International Settlements.

compete on an increasing range of services. Credit Suisse Investment Advisory, a Tokyo-based affiliate of Credit Suisse, says that the differences are widening between the capabilities of the top five and of other leading commercial banks.

Tokai could be particularly vulnerable because it is based outside Tokyo. The concentration of wealth and talent in the capital has grown this decade, so non-Tokyo banks such as Tokai have had to fight to build headquarters in the fiercely competitive Tokyo region.

By international standards, Tokai is hardly small, or even medium-sized. Last year it was the ninth largest in the world in terms of deposits.

Like the larger banks, it has had no trouble raising new funds to boost its capital to meet new international standards for capital adequacy laid down by the Bank for International Settlements.



Ryuzichi Kato ready to lead Tokai into the freer market

Chuo Trust & Banking, Chiyoda Life, a life insurer, and Toyo Menka, a trading company. But these alliances are weaker than for most other leading banks.

Mr Kato says that this gives Tokai a sense of independence, although critics say that instead it exposes Tokai to Toyota's influence. Together, Toyota and Tokai are the Nagoya region's economic heart.

As for Tokai, Kato has long tried to compensate for its weakness in the region by expanding its network. Of 276 branches, 76 are now in Tokyo and its surrounding area.

by a committee that includes representatives of four banks - Fuji, Sanwa, Taiyo Kobe and Tokai.

All are interested in buying Dai-ichi Sogo's 42-branch network, should the ministry allow it. Mr Kato says that nothing has been decided, but Tokai is considering an acquisition plan.

Plans to expand further in Tokyo indicate Tokai's determination to stay in the same area as the top city banks. The same is suggested by its wide-ranging effort to build up new businesses, especially in international fields and in capital markets.

It has moved the headquarters of its international operations from Nagoya to Tokyo. It has developed specialised knowledge - for example in leasing, an important business for a bank with many machine tool makers among its customers, since industrial equipment is often leased.

Nevertheless, in profits from international business, Tokai lags the top five banks by a similar margin as in overall profits. In foreign exchange it is further behind - perhaps a sign of the disadvantage of being based in Nagoya when the market is in Tokyo.

As for securities, the bank faces the same obstacle as other Japanese banks - regulatory barriers which prevent banks entering the preserve of the securities companies. Also, securities can be a tricky business. In the year ending this month Tokai will have lost money on bond dealing - the first time this has happened to a city bank.

Mr Kato says that he wants Tokai to become a universal bank active in both banking and securities. But he adds that the emphasis in the future should be in developing retail rather than wholesale business. He wants the bank to keep its banking roots, despite all the changes in the industry.

INTL. APPOINTMENTS

Enimont chemicals combine names international chief

THE Milan-based Enimont, one of the largest chemical concerns in the world, has appointed Mr Mario Artali president of Enimont International, the Zurich offshoot responsible for the group's international activities.

Enimont was formed recently under a joint agreement involving the combination of the assets of the Italian state-controlled EniChem with a large part of those of Montedison, the Italian chemicals company controlled by Mr Raul Gardini's Ferruzzi group.

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ence in the chemical and energy sectors. He joined the ENI state energy group in 1961, became general manager of EniChem (controlled through ENI) in 1968, and vice president of EniChem in 1988 with responsibility for commercial activities.

The Enimont group expects only 14 per cent of its revenues for this year to arise from sales outside Italy. It intends to internationalise the group, and has plans to spend around \$1bn on acquisitions in the European chemicals sector during the next three years.

Mr Heckert, 55, as previously announced, is to retire from Du Pont next month, with Mr Edgar Woolard Jr, 54, currently the chemical company's president and chief operating officer, taking over the helm.

Mr Guttman, 39, ran unopposed for the chairmanship, a role in which he had already been serving since last August. Prior to that, he had been vice chairman from March 1987.

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U.S. \$75,000,000 GZ BANK Girozentrale und Bank der österreichischen Sparkassen Aktiengesellschaft Floating Rate Subordinated Notes Due 1991 Interest Rate 10 3/4% per annum Interest Period 30th March 1989 30th June 1989 Interest Amount per U.S. \$1,000 Note due 30th June 1989 U.S. \$27.47 Credit Suisse First Boston Limited Agent Bank

CONTRACTS & TENDERS TENDER ANNOUNCEMENT FOR SALE OF IRANIAN STURGEON (CAVIAR FISH) Shilat Trading Corporation intends to sell through tender, its export quality sturgeons (caviar fish) caught in the next 5 (five) years, starting with the year 1989. Those interested to participate in the tender, are invited to obtain the tender documents (terms and conditions) until 15 days after this announcement from the following addresses: SHILAT TRADING CORPORATION TEHRAN HEAD OFFICE NO. 34 11TH STR. MIREMAD SIR. TEHRAN - IRAN TEL: 84233, 84208 TLX: 21433 KVIAT IR. SHILAT TRADING CORPORATION FRANKFURT OFFICE BOCKENHEIMER LANDSTRASSE 43 6000 FRANKFURT/MAIN W. GERMANY TEL: 069/724048-49 TLX: 41462 KVIAP D NOTE: For those interested to register in this tender, payment of US\$ 500,- is requested. A/C No. 505500007 with Deutsch-Französische Handelsbank AG, 2000 Hamburg, W. Germany. A/C No. 20043229 with Tejerat Bank S. Gharany Branch, Tehran-Iran.

TVB makes HK\$325m profit

TELEVISION Broadcasts (TVB), the Hong Kong company which emerged from a restructuring last November, yesterday reported after-tax profits of HK\$325.7m (US\$41.8m) for last year.

TVB dominates the local industry with one Chinese language and one English channel. Its turnover for the year was HK\$1.04bn.

November 14. The company said that without the broadcasting figures its profits for the year would have been HK\$47.6m.

IBM Japan jumps 36%

PRE-TAX profits of IBM Japan, the wholly owned subsidiary of International Business Machines of the US, jumped 36.1 per cent to ¥203bn (\$1.52bn) last year.

The company said the growth in domestic sales was due to greater investment by Japanese companies in information and communications systems, aggressive marketing in growth industries - such as the distribution and service sectors - and efforts to improve sales of medium-size and smaller computers.

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OCBC lifts earnings by 26%

OVERSEA-CHINESE Banking Corporation (OCBC), one of Singapore's leading banks, boosted group net profit 26 per cent last year to S\$184.95m.

Exports were supported mainly by an increase in sales of 3.5-inch floppy discs to Western Europe, produced at the company's Fujisawa plant.

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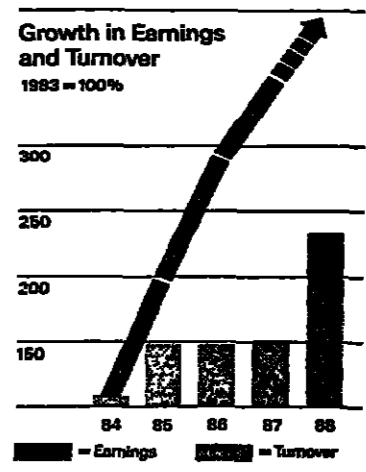
"A Top Performance again in 1988."



Continental, the world's 4th largest tire manufacturer, again recorded excellent results in 1988. Group sales jumped by 58% to nearly DM 8 billion, reflecting the purchase in late 1987 of General Tire in the U.S. Outside the U.S., unit sales grew in main product groups between 7% and 10%, but kept pace competition worldwide held turnover to an increase of 6%.

ductivity of all Group divisions. Above-average performance was generated by Continental's advanced technology products.

The Group's tire brands Continental, Uniroyal, and Semperit as well as the industrial products division - CONTITECH - contributed equally to the year's good results. This also applied to General Tire in its first year of consolidation in the Continental Group - and after deduction of refinancing costs incurred in 1988 following its acquisition the previous year. Continental's traditionally close cooperation with the automobile industry in the area of product development was again expanded successfully.



products, the Continental Group is firmly committed to expanding its growth and earnings potential in the years to come.

For complete information on Continental, its performance and activities, just contact Continental Aktiengesellschaft, Königsworther Platz 1, P.O. Box 169, D-3000 Hanover 1, West Germany.

Top Performance on Wheels

Continental Aktiengesellschaft



Creating the Platform for Tomorrows retailing RUMBELOWS part of the international Thorn EMI Group, is a clear leader in the electrical retail business. We are rapidly developing our existing 450 branch infrastructure and expanding our scale of operations. MANAGER - MANAGEMENT ACCOUNTING c\$26,000 + car It's a fast-moving environment where effective management control is vital to future growth. An innovative manager is now sought to take a broad, operations-based overview of all management accounts. Reporting to the Financial Controller, you will be in charge of a team of four Accountants and have core responsibility for the preparation of the monthly forecast, company budget, monthly management accounts and help to prepare the five year plan. The wide-ranging brief also involves providing proactive financial input into commercial analysis and preparing ad-hoc analysis and reviews. A qualified Accountant, you will ideally have a background in an fancy or retail environment; you must have at least 4 years' relevant accounting experience in an operating company. PC literacy and experience of software reporting will be essential and must be complemented by strong leadership and interpersonal skills. This is a high profile position providing an excellent career platform within the multi-national Thorn EMI Group. An excellent benefits package including choice of a fully expensed quality car and private medical cover. Relocation assistance available. To apply, please write with full CV to: Sue Kermingham, Recruiting Manager, Rumbelows Ltd., Trinity House, Trinity Lane, Waltham Cross, Herts EN8 7DS, or telephone (0922) 31388 for an application form.

INTERNATIONAL CAPITAL MARKETS

Dollar issues move centre stage

By Andrew Freeman

THE DOLLAR sector of the Eurobond markets was the centre of new issue activity yesterday, with traders expressing dismay as several straight maturity deals were launched.

INTERNATIONAL BONDS

The launch spreads on yesterday's deals were widely criticised as too tight, and placement of the bonds was expected to be slow.

yield, some 72 basis points over the equivalent US Treasury. The structure of the deal was unusual in that the bonds raised as subordinated debt, allowing Morgan Stanley to attach a coupon above the current 10% per cent standard for 10-year paper.

manager was not making a bid price to independent brokers. The offer price in the market was less 1%, while Morgan Stanley said its bid price to co-lead managers was around less 2, a discount equivalent to full underwriting fees.

likely to swap these funds into Australian dollars at its convenience. Morgan Stanley also brought a \$100m deal for GMAC Canada, a subsidiary of the financing arm of General Motors.

NEW INTERNATIONAL BOND ISSUES

Table with columns: Issuer, Amount in, Coupon %, Price, Maturity, Fees, Book runner. Rows include US DOLLARS, CANADIAN DOLLARS, AUSTRALIAN DOLLARS, D-MARKS, SWISS FRANCS, GUILDER, PESETAS.

FT INTERNATIONAL BOND SERVICE

Table with columns: US DOLLAR STRAIGHTS, Change on, Bid, Offer, day, week, Yield. Rows include BRIL Tel. Fin. 9 1/2, Canada 9 1/2, etc.

Table with columns: DEUTSCHE MARK STRAIGHTS, Change on, Bid, Offer, day, week, Yield. Rows include Acton Dev. 8 1/2, Arka Fin. 5 1/2, etc.

Table with columns: SWISS FRANCS STRAIGHTS, Change on, Bid, Offer, day, week, Yield. Rows include African Dev. 8 1/2, Arnhem 5 1/2, etc.

* Information available previous day's price. † Only one market maker supplied a price. Straight Bonds: The yield is the yield to redemption of the mid-price; the amount raised is in millions of currency units except for Yen bonds where it is in billions. Change on week - Change over price a week earlier.

NEW ISSUE

29th March, 1989



THE EXPORT-IMPORT BANK OF JAPAN

U.S. \$250,000,000 9 1/2 per cent. Guaranteed Bonds Due 1999

Unconditionally and irrevocably guaranteed as to payment of principal and interest by

Japan

Issue Price 101 1/4 per cent.

- Nomura International Limited, Bank of Tokyo Capital Markets Group, Banque Paribas Capital Markets Limited, J. P. Morgan Securities Ltd., Credit Lyonnais, Credit Suisse First Boston Limited, Deutsche Bank Capital Markets Limited, Goldman Sachs International Limited, IBJ International Limited, Merrill Lynch International & Co., Mitsubishi Finance International Limited, Morgan Stanley International, NatWest Capital Markets Limited, Salomon Brothers International Limited, Swiss Bank Corporation, Union Bank of Switzerland (Securities) Limited, S. G. Warburg Securities, Yamaichi International (Europe) Limited

New Issue

The Bank for Foreign Economic Affairs of the USSR (БАНК ВНЕШНЕЭКОНОМИЧЕСКОЙ ДЕЯТЕЛЬНОСТИ СССР) Moscow

DM 750,000,000 7% Bonds of 1989/1996

Issue Price: 100 1/4%, Interest: 7% p.a., payable annually in arrears on March 29, Repayment: March 29, 1996 at par, Listing: Frankfurt am Main Stock Exchange

- Deutsche Bank, Commerzbank, Westdeutsche Landesbank, Dresdner Bank, Bayerische Vereinsbank, CSFB-Effectenbank, Daiwa Europe (Deutschland) GmbH, DG Bank, The Nikko Securities Co., (Deutschland) GmbH, Ost-West Handelsbank AG, Yamaichi International (Deutschland) GmbH, Algemene Bank Nederland N.V., Bank für Gemeinwirtschaft, Bank Brussel Lambert N.V., Banque de Luxembourg SA, H. Albert de Bary & Co. N.V., Bayerische Landesbank Girozentrale, Citibank, Deutsche Girozentrale - Deutsche Kommunalbank - Girozentrale - Hessische Landesbank - Girozentrale - Trinkaus & Burkhardt, Arab Banking Corporation - Daus & Co. GmbH, Baden-Württembergische Bank, Banca Commerciale Italiana, Joh. Berenberg, Gossler & Co., Berliner Bank, Creditanstalt-Bankverein, DSL Bank, Genossenschaftliche Zentralbank AG, Hamburgische Landesbank - Girozentrale - Georg Hauck & Sohn Bankiers, Landesbank Rheinland-Pfalz - Girozentrale - Landeskreditbank Baden-Württemberg, B. Metzler seel. Sohn & Co., Norddeutsche Landesbank Girozentrale, Vereins- und Westbank, M.M. Warburg-Brinckmann, Wirtz & Co., Westfalenbank

Sweden acts over tax evasion

By Sara Webb in Stockholm

SWEDEN'S FINANCE Ministry yesterday announced proposals to clamp down on tax evasion which, if passed by Parliament, will pave the way for the immediate lifting of foreign exchange controls.

The Riksbank (central bank), has already announced its intention to dismantle the hard core of Sweden's foreign exchange controls, which date from the Second World War and recently won support from Parliament to carry this out.

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INTERNATIONAL CAPITAL MARKETS

Disappointing UK trade data fails to dent progress

By Katharine Campbell in London and Janet Bush in New York

A WORSE-than-expected deficit on the UK current account failed to have much impact on the domestic government bond market.

GOVERNMENT BONDS

By up to 1/4 of a point, but steadied thereafter, and some short covering later in the day helped the market to end only about 1/4 of a point weaker by the close.

At mid-session, prices were quoted around 1/2 point higher at the short end of the yield curve and as much as 1/4 point up at the long end.

The dollar did not exert as much of a positive influence on bond prices yesterday as on Tuesday, slipping slightly under the weight of another round of co-ordinated intervention by European central banks and the US Federal Reserve.

Nevertheless, the US currency again proved resilient, a factor that kept bonds underpinned. At mid-session, it was quoted at Y132.75 compared with an earlier high of Y133.45 and at DML8910 from DML8965 earlier.

Another positive influence on the market was the strong demand seen at Tuesday's two-year note auction, which offered an interest rate of nearly 10 per cent. Trading was subdued yesterday morning in advance of the four-year auction.

The Federal Open Market Committee continued its two-day meeting yesterday. The Fed did not operate in the money market, consistent with no change in monetary policy and a Fed Funds target still at 9 1/2 per cent.

had begun to sell government stock from its state bond intervention portfolio to help curb unexpectedly high money market growth.

Although inflation is low, the Dutch authorities have become concerned at the 14 per cent 1988 year-on-year growth of the monetary measure M1.

The intervention fund, which the bank began to build last year and which currently stands at FL 1.5 bn, has thus been mobilised earlier than anticipated to signal to the markets official wishes for a steeper yield curve.

Dealers noted that some investors had been selling gilt-edged bonds yesterday in the expectation of a steeper yield curve around the corner. Others had switched from D-Marks into gilt-edged bonds as the spread had widened to 20 basis points at times during the day.

Matif and OMF share BTAN contract

By George Graham in Paris

FRANCE'S TWO futures exchanges have agreed to co-operate on a five-year Treasury note (BTAN) contract, in a move that Paris bankers say could herald a more general trace between the rival markets.

Matif, an open outcry market which now claims to be the world's third-largest futures exchange with its 10-year government bond contract, and OMF, an electronic market owned by a consortium of French banks, announced yesterday that they would share the BTAN contract last year they submitted competing projects for approval by the Conseil des Marchés à Terme (CMT), the French futures regulatory body.

OMF will run the market with its own system of automatic screen-based dealing for smaller orders and centralised telephone trading of larger blocs, first developed in Sweden.

It will also calculate investors' net positions and margin calls. Matif will carry out the financial transfers for margin calls, integrating them with calls on its own existing contracts. A total of FF270bn (\$43.5bn) of BTAN medium-term Treasury notes were outstanding at the end of 1988, with five-year notes accounting for around two-thirds of the total.

Secondary trading is not active, as most BTANs are held to maturity, but the grey market in forthcoming issues can reach up to FF25bn a day trading volume.

Debate over ECP quality control

Norma Cohen reports on a Bank of England discussion paper

THE Euro-commercial paper (ECP) market may continue to attract borrowers of lesser quality both from the US and the rest of the world because investors tend to be less credit-conscious than those in the US, according to a discussion paper prepared by the Bank of England.

However, the growing awareness of credit ratings among ECP investors will offset that tendency, the paper concludes. While US investors typically demand credit ratings and/or committed lines of credit to back commercial paper programmes of non-US borrowers, ECP issuers had been able to tap the markets having neither, with investors basing their purchases more on name recognition than on strict credit assessment.

Indeed, the discussion paper concludes that for borrowers that can easily access both ECP and US commercial paper markets, ECP is only of peripheral value. "The main beneficiaries [of the ECP market] may therefore be the second-line companies whose name may not be recognised in Europe, but which are not of sufficient strength to get a good credit rating in the US."

Also cited is the case of Klockner and Co, the West German trading company, which experienced financial problems in autumn 1988. The company's existing paper carried an A1 credit rating. While there was no significant evidence of a flight to quality in that case and Klockner and Co's bank stood behind it, the discussion paper notes that the incident made it apparent that the existence of a credit rating does not make an issuer immune to "event risk."

lower borrowing costs. The author cites earlier research showing that credit ratings for top-quality borrowers have had little effect on rates and merely confirm the market's prior perception about credit quality. Lower-quality borrowers, on the other hand, may benefit more from obtaining one.

And while credit rating agencies themselves are touting the benefits of ratings to borrowers, the discussion paper suggests that the availability of a rating will not necessarily translate into

The paper notes that one of the main effects of securitised instruments such as ECP has been to remove commercial banks from the role of assessing and assuming credit risk. "To the extent that non-bank investors in securities are less well equipped to analyse risk than risks to international financial markets, credit risk increased, a major discussion paper says. And because there is no leader of last resort in the event of a major corporate bankruptcy - such as that of the Penn-Central Transportation Company in the US in 1971 - commercial banks themselves which have provided back-up credit lines for ECP programmes will be expected to fill the gap."

Structural changes in world capital markets and Euro-commercial paper by JGS Jeannerod. Bank of England Discussion Paper number 37, February 1989

The main reason for this is the shrinkage that has already taken place in the arbitrage advantages provided by issuing CMOs. This is partly because of the increased demand for conventional mortgage securities brought about by the REB-Nahisco issue, which led investors to switch out of the corporate bond market. It also reflects the increased competition among intermediaries to structure such deals and the increasing tendency of government residential mortgage agencies to issue CMOs directly.

BENCHMARK GOVERNMENT BONDS

Table with columns: Country, Coupon, Bid, Price, Change, Yield, Week, Month. Includes UK Gilts, US Treasury, Japan, Germany, France, Canada, Netherlands, Australia.

S&N options listed on floor of LTOM

AN OPTION on Scottish & Newcastle, the brewing group, will be listed on the floor of the London Traded Options Market on a permanent basis with effect from today, it was announced yesterday, writes Katharine Campbell.

US securitised assets 'under pressure'

By Stephen Fidler, Euromarkets Correspondent

THE CREDIT quality of securitised assets in the US will continue to come under downward pressure this year as the investment-grade spectrum shrinks, according to a report on the structured finance market by Moody's Investors Service, the US credit rating agency.

Moody's said the credit outlook for structured financings - issues of securitised mortgages, credit card receivables and similar items - was "somewhat negative." It described a "clear trend worldwide towards securitisation of riskier assets and the potential erosion of the credit quality of some third-party [credit] enhancers, such as banks and insurance companies."

Higher-risk loans were being securitised and higher-risk securities "at the lower end of the investment-grade spectrum" were expected to be offered to investors later this year, it said.

However, it added: "Perhaps the greatest credit concern is the increased competition among transaction architects and vendors' evident in 1988, which was expected to intensify in 1989.

Competitive pressures encouraged innovation, but they had a "dark side," by increasing pressure on underwriters, trustees, lawyers, accountants and credit enhancers to lower the quality of their due diligence and review standards.

However, Moody's said issuers would attempt to improve issue structures rather than suffer credit downgrading. Some \$6.5bn of structured financings in the US and European markets were downgraded by Moody's in 1988.

The market in new structured financings, which has faltered in the first quarter, should shrink by 6 per cent this year.

Some \$125bn of such financings are expected, compared with \$122bn last year, with the main decline expected in the new issues of collateralised mortgage obligations (CMOs). After expanding by 26 per cent last year, CMO volumes are expected to shrink by 8 per cent in 1989 to about \$70bn.

However, other parts of the market are expected to expand, including asset-backed securities and residential mortgage pass-through securities.

Tokyo futures exchange announces trading rules

JAPAN'S FUTURES exchange, which starts trading in late June and will list contracts for three-month Euroyen and Eurodollar deposits and the yen/dollar currency, has announced its trading rules, Reuters reports from Tokyo.

The Tokyo Financial Futures Exchange (TFFE) will accept membership applications from domestic and foreign banks and securities houses, foreign futures brokers and Japanese insurers and money brokers, TFFE said.

Minimum trading lots for three-month Euroyen deposit futures will be ¥100m and the minimum move will be 0.01 point. The minimum lot for yen/dollar futures is ¥12.5m. They will be listed in \$ value per ¥1 with a minimum move of ¥12.50. No more than six months will be traded. No contract will have a daily fluctuation limit. However, the TFFE will set some limits on members' open positions.

Settlement dates are set one day after the transactions between clearing members and the TFFE and on the following day between clearing members and their clients.

FT-ACTUARIES SHARE INDICES

These indices are the joint compilation of the Financial Times, the Institute of Actuaries and the Faculty of Actuaries

Table with columns: Index No., Day's Change, Day's High, Day's Low, Mar 29, Mar 28, Mar 27, Mar 26, Year ago. Includes EQUITY GROUPS, FIXED INTEREST, and FT-SE 100 SHARE INDEX.

RISES AND FALLS YESTERDAY

Table showing rises and falls in various market categories: British Funds, Corporate, Dominion and Foreign Bonds, Industrials, etc.

LONDON RECENT ISSUES

Table listing recent issues of equities, including company names, issue sizes, and prices.

Table listing rights offers, including company names, issue sizes, and prices.

LONDON TRADED OPTIONS

EXPIRY DAY in individual stock options laid the foundations of most yesterday's dealings on the London Traded Options Market, but it caught a strong challenge from the London International Financial Futures Exchange. Dealings in the index on Life were affected by worse than expected UK overseas trade figures for February, which caused a brief reversal of the gentle upward drift of futures dealings have lately put on the index.

Table showing option trading data for various stocks, including call and put options, and their prices.

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UK COMPANY NEWS

Glynwed tops target and starts 1989 clean

By Andrew Hill

A PROGRAMME of acquisitions and disposals which changed the profile of Glynwed International during 1988, has helped the Midlands-based industrial group surpass its own target of 20 per cent annual earnings growth for the fifth year in succession.

The group made 282.5m before tax in the 53 weeks to December 31, an increase of nearly 96 per cent on 144.4m made in 1987. Earnings per share rose 24 per cent to 23.81p (23.26p) and the final dividend is 6.25p to make 9.7p (8.06p) for the year. Turnover rose from 1556m to 1940m.

Last June, Glynwed bought Amari, the steel and plastics

distribution company, for 298m. Between July and the year-end the new subsidiary contributed profits of 28.8m before interest, on turnover of 1186.7m, nearly matching the pre-interest profits of 29.3m for the whole of 1987.

The addition of Amari held back group operating margins slightly during the year.

Mr Gareth Davies, chairman and chief executive of Glynwed, said the group hoped to improve Amari's margins during 1989, and pointed out that the new company's return on capital employed had increased from 15 per cent to 20 per cent in the five months under Glynwed's owner-

ship.

Towards the end of the financial year, Glynwed also bought JB&S Lees, which makes and distributes specialist cold-rolled steel products, for 225m, and since then disposals have completed the group's withdrawal from the South African market.

"We're going into 1989 absolutely clean," said Mr Davies yesterday. "We've divested ourselves of all the non-profitable, non-strategic companies which we had in the group."

Glynwed's consumer and building products division increased profits before interest to 22.3m (219m), on sales of 1152m (1138m); steel and

engineering profits rose from 17.3m to 22m on turnover of 2347m (2182m), and tubes and fittings made 27.8m (23.1m) from sales of 2260m (1882m).

● COMMENT
Only 18 per cent of Glynwed's business comes from housing and consumer related operations in the UK, and a good chunk of that from premium brands like Aga and Rayburn cookers. It is a measure of the pessimism over interest rates, then, that the shadow of a consumer downturn hangs over the Midlands industrial group, in recent years one of the most consistent companies in the UK. Mr

Davies says further disposals this year are very unlikely. Continued growth may be fuelled by acquisitions, perhaps in plastics, and special or stainless steels. Glynwed foresees such deals being funded with cash, and is happy to see gearing rise to a ceiling of 40 per cent, against the year-end figure of 25 per cent. Taking the company's own earnings target as a reliable guide, pre-tax profits should increase to at least 1.07m in 1989. The shares - up 1p to 322p yesterday - are on a prospective p/e of about 9.5. That looks cheap, though the cautious investor might wait a few months before moving in.

Slough shares fall as its NAV rises 35% and its profits 22%

By Paul Cheswright, Property Correspondent

SLOUGH ESTATES, the fourth largest British property investment and development group, yesterday disclosed a 35 per cent growth in its net asset value per share as a result of the momentum in the industrial property market.

The group, 87 per cent of whose property is in the industrial sector, said that in December 31 its fully diluted net asset value per share was 382p (384p).

But for the market, which has been watching the varied indices of industrial property performance and had been expecting more, this increase was not sufficient and the shares rapidly slipped 10p to 326p.

The rise in value of the Slough's UK properties last year was 25.1 per cent, but some surveyors' indices of the industrial property market

have been as high as 38 per cent.

Pre-tax profits for 1988 were 22 per cent higher at 275.1m. Basic earnings per share rose likewise to 19p. Shareholders are to receive a final dividend of 5.6p a share, for a 1988 total of 8.9p (7.9p).

Slough is in the middle of an extensive development programme with an eventual cost of about 1.1bn. Of this, 275m will be spent in the UK and 230m will be spent overseas, while a further 247m comes from the activities of Bredero, in which Slough has a controlling stake.

Although the staple of Slough's activities remains the provision of business space, both in the UK and abroad, growing emphasis has been placed on building up a retail property portfolio.

Mr Nigel Mobbs, chairman,

said that 1988 had been a year of "significant progress" and he expected further growth in the industrial property market during 1989 although at a slower rate.

● COMMENT
Unsatisfied demand for industrial property has been playing into the hands of Slough and, with its extensive landholdings, it has not been necessary for the group to go out and pay silly prices for sites. This demand should continue for a few months yet unless something catastrophic happens to the economy, although rental growth this year should be less frenzied than 1988. That would point to further increases in the Slough NAV, perhaps to around 465p, putting the shares after yesterday's fall on a discount of 30 per cent, not abnormal in the sector.

NMW £1.3m in the red

THE CONTINUED malaise in the securities industry prompted pre-tax losses last year of £1.3m for NMW Computers, the supplier of accounting services and systems. This compared with profits of £1.1m in 1987, writes John Riddling.

Turnover fell to 210.32m (215.78m) and losses per share were 4.6p (5.3p earnings). A 0.25p final follows no dividend at the interim stage.

Mr Nigel Banister, managing director, said that 1988 had proved to be a most difficult year following the crash of October 1987. Staff levels had fallen almost the core technical development staff had been retained. He emphasised that NMW was developing new businesses in the data software and network services.

During the year NMW developed with EZW a new share trading system, Trade. In addition, NMW agreed a deal with the Stock Exchange concerning its own rival SAEF system.

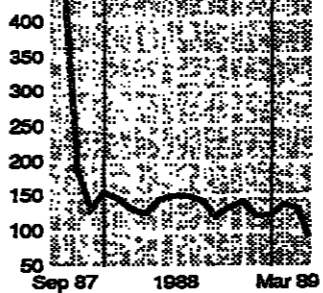
● COMMENT
When the market sneezed in 1987 NMW caught a bad cold - and the ailment has proved chronic. The company appears to be doing the right things - cutting costs and diversifying away from the source of its losses. It is too early to say whether the new avenues will prove successful but there are encouraging signs in the data services division. There has also been interest from non-securities industries in its X-25 network. By being involved in both Trade and SAEF, NMW stands to benefit from increased trading automation. However, competition to supply front office products is fierce and the new business areas are unlikely to quickly bring significant returns. Consequently, prospects will remain heavily influenced by market activity. Despite these caveats 1989 should see a return to profits, with forecasts ranging from 250,000 to 1.1m. At the upper end, this puts shares on a high prospective multiple of around 20.

Tyndall loss reflects the market crash

By Ray Baehford

TYNDALL Holdings, the international financial services group, carried a heavy legacy from the October 1987 market crash in its results for the year to December 31 1988.

Reflecting a broad exposure to the Australian equities market, the company returned a loss before tax of £1.2m com-



pared with pre-tax profits of 26.6m in the previous 12 months. The result includes an exceptional write-off of 25.8m in Tyndall Life, its Australian life insurance subsidiary.

City analysts last September were forecasting pre-tax profits of between 14m and 15m, however these have been drastically reduced in recent months.

The dimension of Tyndall's problems came as little surprise to the share market yesterday and the shares closed down only 2p at 96p.

The managing director described the results as disappointing and said that the poor performance in Australia masked the strength of other sectors of the business.

In addition to the 29.8m exceptional item, the company made an extraordinary charge of 24.3m in the previous 12 months to take into account the immediate effects of the October 1987 crash.

Directors yesterday said that the auditors' report on the accounts for December 31, 1987 found that the treatment of this sum of 24.3m as an extraordinary item did not comply with accounting practices.

To have complied with standard practices the sum should have dealt with an exceptional item which would have had the effect of pushing the company into a loss on ordinary activities before tax of 2499,000 and a loss of 2.4p per ordinary share.

Mr Harrison was encouraged by the outlook of the group's banking operations. In the 12 months under review banking returned an operating profit of 22.3m (21.4m) while investment management activities in Australia contributed 1.8m (2.5m) to the operating profit.

Directors have recommended that the final dividend be maintained at 3p a share which lifts the total for the year to 5.5p compared with 5p in the previous 12 months.

Sun Life Results

	1988 £m	1987 £m
Shareholders' share of surpluses from long-term insurance business:		
Sun Life Assurance Society plc	17.2	14.0
Sun Life Pensions Management Ltd	3.2	3.2
Sun Life Unit Assurance Ltd	3.2	1.3
Profit/(loss) from other business	23.6	18.5
Investment income	(1.2)	2.5
	1.9	2.0
Expenses	24.3	23.0
Employees' profit sharing scheme	0.4	0.3
Taxation	0.8	0.7
	(0.1)	1.1
Shareholders' profit on ordinary activities for the year after tax	23.2	20.9
Extraordinary expenses	(3.2)	-
Retained profits brought forward	9.2	8.2
Dividends: paid	29.2	29.1
Dividends: declared for payment	7.4	6.8
	15.5	13.1
Retained profits carried forward	6.3	9.2

Results from Sun Life Assurance Society plc for the year ended 31st December 1988. Salient Points:

Shareholders' profit for the year on ordinary activities after tax increased by 11% to £23.2 million.

Total funds under management rose by 16% to £67 billion.

A record £174 million was distributed to policyholders as bonuses - up 22%.

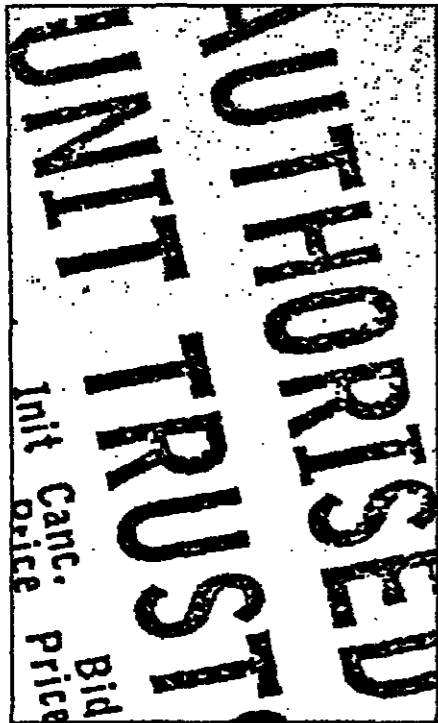
A final dividend of 26.11p per share makes an annual total of 38.69p - an increase of 15% on 1987.

For a copy of the 1988 Report and Accounts (to be issued on April 12th) of one of Britain's most consistently successful financial services groups, please contact Sun Life Assurance Society plc, on Facitline, 01 606 7788, or write to 107 Cheapside, London, EC2V 6DU.

Royal's Progress 1

"To develop our life and related financial services as quickly as possible, not only in the United Kingdom but elsewhere in the world."

(Royal Insurance corporate objective)



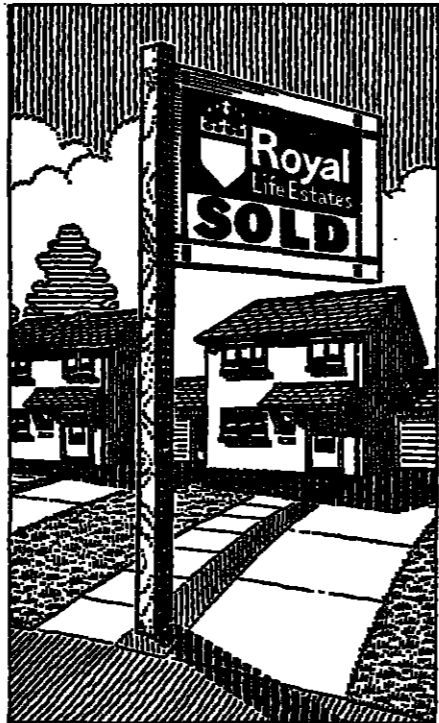
A leader in fund management

During 1988 Royal's retail funds under management rose to a record £840m. This rapid growth over the last two years now places us amongst the UK's top 20 leading unit trust management companies.



Annual Report 1988

For a fuller account of the progress made by Royal Insurance Holdings plc during the year, send for a copy of 1988's annual report.



One of the largest estate agency networks

Our estate agency network, now one of the two largest in the UK with 8% market share, grew in 1988 to over 800 offices. This has opened important new distribution channels for our financial services products - 23% of house sales resulted in the sale of life policies in 1988.



Royal Insurance's annual report has been mailed to all shareholders, and is also available from Corporate Relations, Royal Insurance Holdings plc, 1 Cornhill, London EC3V 3QR.

Please send me a copy of Royal Insurance's annual report.

Name: _____
Address: _____
Postcode: _____



The Maccabees came into our fold

The \$110m acquisition of the Maccabees Mutual Life Insurance Company, ranked in the top 10% of US life companies - and named after the heroic tribe who freed Judea - has enhanced considerably our position in the US life market. 1988 also saw us open a new life operation in Spain.

Wells Fargo & Company

U.S. \$100,000,000
Subordinated Floating Rate Capital Notes due September 1997

In accordance with the provisions of the Notes, notice is hereby given that for the Interest period 30th March, 1989 to 30th June, 1989 the Notes will carry an Interest Rate of 10 3/4% per annum. Interest payable on the relevant interest payment date 30th June, 1989 will amount to US\$271.53 per US\$10,000 Note.

Agent Bank: Morgan Guaranty Trust Company of New York London

Household Bank f.s.b.

U.S. \$100,000,000
Collateralized Floating Rate Notes due June 1996

For the three months 28th March, 1989 to 28th June, 1989 the Notes will carry an Interest rate of 11.625% per annum with an interest amount of U.S. \$131.25 per U.S. \$50,000 principal amount. The relevant interest payment date will be 28th June, 1989.

Listed on the Luxembourg Stock Exchange

Bankers Trust Company, London Agent Bank

UK COMPANY NEWS

Pessimistic Willis Faber declines 11% to £54m

By Nick Bunker

IN SPITE of its 1987 takeover of rival Stewart Wrightson, Willis Faber, London's second largest insurance broker, yesterday reported 1988 pre-tax profits down 11 per cent to £54.36m, with an even steeper 22 per cent fall in earnings per share to 13.5p.

Yesterday, Mr Roger Elliott, chairman since last October, was pessimistic about the marine and aviation fields, where he said "premium rates are under terrific pressure daily."

Willis was more confident about UK retail business, where it has been gaining market share, and about the impact of cost-saving measures.

Willis is maintaining its dividend at 11.46p, through a final of 7.51p. The shares closed 3p down at 239p last night.

The group has traditionally been viewed in the City as the Lloyd's insurance and reinsurance broker with the highest quality earnings, bolstered by long-standing business connections including its link with Johnson & Higgins, the privately-owned US broker.

Since 1987, however, investor sentiment has turned sharply against Willis, owing to mass defections by disgruntled senior Wrightson executives, fears that the J&H relationship was weakening, plunging marine and aviation premium rates, and poor results from Morgan Grenfell, its 20 per cent owned associate. Morgan contributed £8.4m to Willis in 1988, against £11.9m in 1987.

COMMENT: Buying Wrightson was Willis's chance to ensure that it stays in the running against the giants of Anglo-American insurance broking. Was the opportunity wasted? Willis Wrightson, the UK retail arm, has performed impressively, to be sure, and the enlarged group is better placed to reap the rewards from developments such as the creation of

an electronic London insurance market in the 1990s. But now that Willis has seen off the awkwardly mercantile upstarts among Wrightson's top management, the Elliott regime gives the impression of having turned inward. Observers fear that a Lloyd's marine and aviation man, will concentrate on an inverted search for more traditional business from traditional sources, rather than confront longer term challenges: static reinsurance demand into the next century, and the fact that employee benefits consulting, not pure broking, will boom in Europe post-1992. Nor will worries over the J&H connection fade quickly. Willis just might see profits advance to £66m in 1989, leaving it on a prospective multiple of about 14. Overvalued? In the short-term, perhaps, but the fact that the shares fetch less than half what they did in 1987 is fully justified if Willis really lacks a viable long-term strategy.

Spirax-Sarco at £22.4m

By David Waller

SPIRAX-SARCO Engineering, the manufacturer of heat and fluid control equipment, reported 1988 pre-tax profits up 15 per cent from £19.95m to £22.4m.

Trading profits rose from £17.95m to £20.23m on turnover up 7 per cent to £106.05m (£98.75m), representing an improvement in margins from 18.2 to 19.1 per cent. Earnings per share rose 15p to 21.5p.

The proposed final dividend is 5.5p, which makes a total of 7.5p, up 17.2 per cent. During 1988, the company did particularly well in continental Europe where profits rose from £3.2 to £4.23m on turnover of £25.7m, and Asia, where profits climbed from £1.7m to £2.7m on turnover up from £19.7m to £14.27m.

COMMENT: Yesterday's figures from Spirax-Sarco were ahead of expectations and did much to demonstrate the company's perennial solidity. In a year when profits in the mature UK

market fell, Spirax generated a 15 per cent increase in earnings and an improvement in margins to boot. Steam trap makers are in a niche market with requirements in so many industries about the globe that a downturn in the UK or Latin America is always likely to be offset by an upsurge elsewhere. Last year, this came from Asia and continental Europe. Although growth will never be spectacular, the company's share of its geographical markets is small enough to allow it to power ahead reliably year in, year out, as it has done for the last 21 years. Analysts expect it to make £36m in the current year, putting the shares on a prospective multiple of over 12. This 15 per cent premium to the market reflects takeover speculation as much as fundamentals, but it should be remembered that the shares have strong defensive attractions and are more likely to outperform when the rest of the market is dragged down by economic uncertainties.

Substantial cut in Trilion loss

By David Waller

TRILION, the television and production company in which Brent Walker has a 28.5 per cent stake, yesterday reported a sharp return to financial health as it announced its figures for the year to September 30 1988.

A pre-interest loss of £1.98m in 1987 turned into a profit of £1.5m last year, although after interest, the company made a loss of £80,000 against £3.18m.

Most of the £1.5m interest bill arose in the first half, in the second half, the group's financial position was much strengthened by a £17m rights issue last May and the sale of the Limehouse studio on Canary Wharf for £25m. The sale of the property gave rise to an extraordinary profit of £2.63m on the £12m book value of the site, arrived at after tax of £4.5m and costs associated with the relocation away from Docklands. The company has a low cash positive and at the year end had net assets of £30.85m.

Competition and weak US market hit HRGM profit

By Nick Bunker

RUTHLESS price-competition among insurers in London and the weak state of the US property/casualty insurance market hit insurance broker Hogg Robinson & Gardner Mountain in 1988, when its pre-tax profits fell 6 per cent to £10.5m.

Also contributing to the decline was the fall in the US dollar, the currency for most insurance transactions, which knocked £1.5m off the pre-tax result for the 12 months to December 30.

HRGM reported £3.3m (£3.8m) from its Lloyd's underwriting agencies, including its share in the results of Janson Green, which it sold in 1987. It made great play yesterday of cost-control measures centred on a 4.5 per cent reduction last year in headcount in the UK. In HRGM's London wholesale division, dealing with areas such as marine insurance, reinsurance and political risks, the number of staff fell by 95.

HRGM has also emerged from tortious litigation in which it was being sued for alleged breaches of contract and negligence in placing reinsurance treaties with NV Rotterdamse Assurantie between 1976 and 1982. HRGM has now settled the claims with a £2.6m payment, taken as an extraordinary item. Turnover was up 6.4 per cent at £20.2m, with operating prof-

its up 6.7 per cent at £2m. After tax of £4m, earnings per share were down 11 per cent at 11.28p. The total dividend will be 6.5p. This is the first full year dividend HRGM has paid since changing its year-end in 1988.

COMMENT: The good news yesterday was that the profit margin on HRGM's core broking business has nearly doubled, to about 12.5 per cent, after the streamlining of its traditionally cost-heavy London wholesale operations. Add at RHR, HRGM's US chain of independent insurance agencies, the group's orientation towards smaller commercial lines business has saved it from the worst price-cutting excesses by insurers. The bad news is that a wasting asset, Janson Green (which will cease producing profits for HRGM in 1990) still contributes so much to the bottom-line. Assume HRGM makes about £12m pre-tax this year, the prospective price-earnings ratio is about 12.5, on yesterday's closing share price of 160p. If that looks cheap, take out Janson Green's contribution and HRGM looks a less attractive share: unless, as the stock market has been feebly hoping for two years, a US broker or European insurer is about to bid.

Arcoelectric marginally lower

Arcoelectric Holdings, maker of electric switches and neon signal lamps, reported pre-tax profits marginally lower at £212,000 (£225,000) because of costs associated with expansion

and new developments. Turnover was £10.16m (£9.89m). Earnings per share came to 6.04p (6.87p). The dividend is increased from 0.86p to 0.96p with a final of 0.52p.

FROGMORE

FROGMORE ESTATES PLC INTERIM RESULTS FOR THE SIX MONTHS ENDED 31ST DECEMBER 1988

HIGHLIGHTS

- Pre-tax profits £9.0m
Earnings per share - Trading activities 12.9p - Investment property sales 2.8p
Contracted rent roll £12.6m
Interim dividend, 2.6p per share, up 13%

"The second half of the current financial year has started well and a satisfactory outcome is anticipated."

"The directors look forward with confidence to achieving further growth in net assets by June 1989."

The interim results will be circulated to shareholders on 7th April, 1989 and a copy of the announcement will be available for inspection at the Company's registered office at Frogmore Hall, Wincoburgh, Northampton, NN14 3RW.

GLYNWED DELIVERS AGAIN

"I am pleased to report another year of record sales and profits and a further significant improvement in performance in all areas of the Group's businesses."

Gareth Davies, Chairman & Chief Executive

Table with 3 columns: Record, Metric, Value. Metrics include Sales, Pre-tax profits, Earnings per share, Dividend, Return on capital.



The 1988 Report & Accounts will be mailed to shareholders in mid May. If you would like a copy, write to the Group Secretary, Glynwed International plc, Headland House, New Coventry Road, Sheldon, Birmingham B26 3AZ.

Joint company announcement FREE STATE CONSOLIDATED GOLD MINES LIMITED (Freegold) EASTERN GOLD HOLDINGS LIMITED (Registration No. 81/01548/06) CURTAILMENT OF CAPITAL EXPENDITURE IN THE ERDFEEL AREA OF FREEGOLD'S FREE STATE SAAIPLAAS MINE

Joint company announcement FREE STATE CONSOLIDATED GOLD MINES LIMITED (Freegold) FREE STATE DEVELOPMENT AND INVESTMENT CORPORATION LIMITED (Freedev) POSSIBLE EXPLOITATION OF THE FARMS DU PREEZ LEGER AND JONKERSRUST

THE ROYAL BANK OF CANADA US\$350,000,000 Floating Rate Subordinated Notes due 2006

U.S. \$100,000,000 National Bank of Detroit Floating Rate Subordinated Capital Notes due 1999

NOTICE TO THE HOLDERS OF TOYO SASH CO. LTD. Warrants to subscribe for shares of Common Stock of Toyo Sash Co., Ltd. issued in conjunction with an issue of US\$100,000,000 1 1/2% Bonds due 1992

LEGAL NOTICES No 807138 of 1989 IN THE HIGH COURT OF JUSTICE CHANCERY DIVISION IN THE MATTER OF LONDON & OVERSEAS FREIGHTERS PUBLIC LIMITED COMPANY

SUNMET WHOLESALES LIMITED Registered number: 1827695 Nature of business: Cash & Carry Wholesale. Trade classification: 52

UK COMPANY NEWS

Construction boom boosts Marley 27% to £70.22m

By Andrew Taylor, Construction Correspondent

PRE-TAX PROFITS at Marley, the building materials and motor components group which has been substantially restructured by Mr George Russell since he became chief executive in 1986, rose by 27 per cent to £70.22m last year. Turnover, following the disposal of several businesses last year, rose by 5 per cent from £271.95m to £289.22m in the year to the end of December. Earnings per share increased from 14.2p to 17.1p. Earnings were boosted by the increased profits from property development - credited to £8.8m. Operating profits from the core manufacturing businesses rose by just over a fifth to £24.5m despite a fall in motor component profits from £5.6m to £4m. Mr Russell said the fall was due to start-up costs associated with two new orders and a strike at Ford last February. Profits from building materials rose by more than a quar-

ter to £20.4m assisted by the construction boom in the UK. The biggest gains came from concrete blocks with operating profits up by 88 per cent to £19m. Profits from roof tiles advanced 31 per cent to £14.4m. Profits from brick sales fell slightly from £12.9m to £12.6m with increased profits in the UK wiped out by falls in the US. Profits from plumbing and other plastic products rose 36 per cent to £9.7m. Flooring profits were virtually unchanged at £4.8m. A final dividend of 4.25p (3.35p) makes a total of 6.35p (5p) for the year.

COMMENT

The restructuring of Marley has taken place during two very good years for construction output in the UK. The question is where does the group go next - now it has put its house in order and the construction boom may be peaking. Building materials

BHH more than doubles to £7.32m

By Clay Harris

WORCESTER Group, the central heating manufacturer, lifted its pre-tax profits by 60 per cent to £5.01m in 1988, a year when it continued to increase its share of the growing UK market for "combi" domestic boilers - which require neither hot-water cylinders or cold-water expansion tanks. Mr Cecil Duckworth, chairman and chief executive, said Worcester had increased unit sales by about 50 per cent. This compared with growth of 25 per cent in "combi" sales by all manufacturers. In a static UK domestic boiler market, "combi" units now accounted for nearly 20 per cent of sales. Mr Duckworth said he expected the same pattern to prevail this year despite the mild winter and higher interest rates. "I think it's clear that the market is stagnant at best and likely to fall," he said. Nevertheless, Worcester was likely to maintain its growth rate. A new factory to be built near Worcester is due to be completed by the spring of 1990. It will double manufacturing capacity, which was stretched by heavy demand last year. In 1988, the pre-tax advance from £3.14m was achieved on turnover ahead by 35 per cent to £39.5m (£39.2m). Profits at Worcester Heat Systems, the core business, rose by 64 per cent to £3.91m on sales ahead by 57 per cent to £28.5m. Worcester also makes steel frames for buildings and pack-

Worcester lifts market share and profit

By Clay Harris

BHH GROUP, the principal activities of which include property development and investment, construction and property management, reported pre-tax profits more than doubled from £2.64m to £7.32m in the year to end-December 1988. This result was struck on turnover up from £20.16m to £22.6m. Tax took £3.48m (£1.1m) and interest payable totalled £2.63m (£1.65m) leaving earnings per 50p share at 10.8p (4.65p). After taking into account a net extraordinary credit of £213,000 (£240,000) earnings worked through at 13.38p (5.4p). A final dividend of 2.75p is proposed making a total for the year of 4p (1.25p). The company said that its sphere of operations had been refined and management had been restructured to reflect the changes. The profits figure comprised £7.41m (£3.77m) from continuing operations and £3.54m (£747,000) relating to discontinued activities. A significant element in the corporate reorganisation programme was the management buy-out of its housebuilding division, which with a surplus arising from the sale of a number of properties had enabled the group to take advantage of market conditions.

aging products. Tax charge jumped to £1.58m, for a rate of nearly 57.5 per cent, from £1.07m (34 per cent). In part, this reflected the exhaustion of carried-forward tax losses and the continued erosion of expenses allowed as deductible by the Inland Revenue, said Mr Nigel Collis, finance director. However, about £80,000 of the change related to the company's under-provision of tax in 1985 and 1986. This was caused by double counting of tax losses in one subsidiary, Mr Collis said. Earnings per share rose by 53 per cent to 13.5p (9.1p). A final dividend of 1.98p will raise the total by 40 per cent to 2.9p (3.06p).

COMMENT

As the UK pioneer in the "combi" market, Worcester is now being paid the compliment of competition from conventional boiler manufacturers. This could put pressure on margins, but it is more likely that any increased publicity for the product will rebound disproportionately to Worcester's advantage. Assuming pre-tax profits of £5m for the current year, the prospective p/e is between 13.1 and 14, depending on the tax charge. Growth prospects justify the premium rating, but there is only a narrow market in the tightly held shares. An acquisition-linked share issue might help to remedy this, if directors and friends can be persuaded to ease their control.

Barry Wehmiller advances 44%

Barry Wehmiller International, the specialist packaging equipment group, yesterday reported a 44 per cent expansion in pre-tax profits for the six months to end-February 1989. The advance, from £2.15m to £3.1m, was posted on turnover ahead 49 per cent to £22.1m. The group has embarked on a programme of acquisitions since its market debut in the summer of 1987. Mr Nigel McLean, chairman, said that the four purchases made during the period under review had been successfully integrated. All divisions increased revenues and margins. After tax of £806,000

(£449,000), actual earnings worked through at 9.2p (7.5p). The interim dividend is raised to 1.8p (1.5p).

RODIME, the Scottish-based disk drive manufacturer which has been making heavy losses, said yesterday it intended to announce its results for the year to September 30 1989 by tomorrow - the last day permitted under Stock Exchange regulations. It normally produces its annual results in late November. On Tuesday the company announced the resignation of

Troubled Rodime to announce results this week

By James Buxton, Scottish Correspondent

Dr Ian Preston, who joined the board as a non-executive director last June. It said that Dr Preston, who is deputy chairman of the South of Scotland Electricity Board, resigned because of increasing business commitments. The company yesterday insisted that his resignation was unconnected with its situation. Dr Preston was not available for comment.

Rodime, which makes disk drives at Glenrothes, Scotland, and in Florida and Singapore, has been experiencing difficult trading conditions. It blamed the "very weak condition" of the world disk drive industry for its decision in January to cut the staff at its Glenrothes plant by 20 per cent to 337. In the nine months to June 30 1988 Rodime lost \$8.49m (£5m) on sales of \$78.67m. Last

autumn it said it was trying to put together a financial package worth about \$20m. No package has been concluded. Rodime recently received what appeared to be a boost when the US Patent Office, after re-examining its patent on the 3.5 inch hard disk drive, re-issued it. This prompted it to step up lawsuits against a number of competitors.

Pharmaceuticals feature in 70% rise at Grampian

By John Thornhill

GRAMPIAN Holdings, the Scottish industrial conglomerate, lifted pre-tax profits by 70 per cent, from £5.14m to £8.65m, in 1988. The company also announced yesterday that it was strengthening its pharmaceuticals business through the purchase of 95 per cent of the capital of Micro-Biologics for £2.14m. Micro-Biologics, based in Fordingbridge, Hampshire, manufactures and distributes animal health and hygiene products. In the year to March 31 last it made pre-tax profits of £294,000 on turnover of £3.25m. Net assets at that date were £512,000. Grampian's turnover jumped by 32 per cent from £26.35m to £108.68m. Earnings per share rose from 14.04p to 18.53p. A final dividend of 3.8p will make 5.5p (4p) for the year, and there is a one-for-two scrip. The pre-central costs profit breakdown by division was: pharmaceuticals £4.04m (£1.4m); sporting goods £3.02m (£2.25m); transport £2.68m (£2.43m); and retail £1.31m (£405,000). Mr William Hughes, chairman and chief executive, said pharmaceuticals had benefited from increased efficiency and the full integration of four acquisitions made in 1987. He claimed that the division was now the leading British company in its field with turnover up to £26.96m (£9.75m). The sporting goods division which includes the brand names Mitre, Sayers, Penfold and Patrick, more than doubled turnover to £36.48m in 1988. Patrick, the French sport-

ing goods company, bought in 1987 for £2.2m, contributed £225,000 in profits and £18.34m in sales. Grampian's transport companies grew organically and showed an 11.5 per cent increase in turnover to £25.85m. Pilochoy Kaltwear, bought in May for £5m, was merged with Grampian's Moffat Woollens and helped the retail division more than double turnover to £19.98m.

COMMENT

Despite Grampian's diversity of interests, its divisions all have one thing in common: they produce healthy profits. The company has an admirable knack of knowing which markets it can thrive in and perhaps, more importantly, those which it can do little in. One example of this is its decision to reshape its retailing business by withdrawing from the high street where it does not feel comfortable. The pharmaceuticals and sporting goods divisions will probably be the main engines of growth in the next few years; Grampian knows the markets well and can expand organically and by acquisition, as was shown again yesterday. It may find continental markets more difficult to prise open but considerable earnings growth still seems likely this year. This will, however, be checked slightly as the tax charge will rise from 29 per cent to about 31 per cent. Pre-tax profits may climb to over £18m giving a prospective p/e ratio of 15 at a well-deserved premium to the market.

Putting on Steam for the 21st year running

SPIRAX-SARCO has been helping customers make the most efficient use of steam for over 75 years - and for the last 21 has shown consistently improved trading profits.

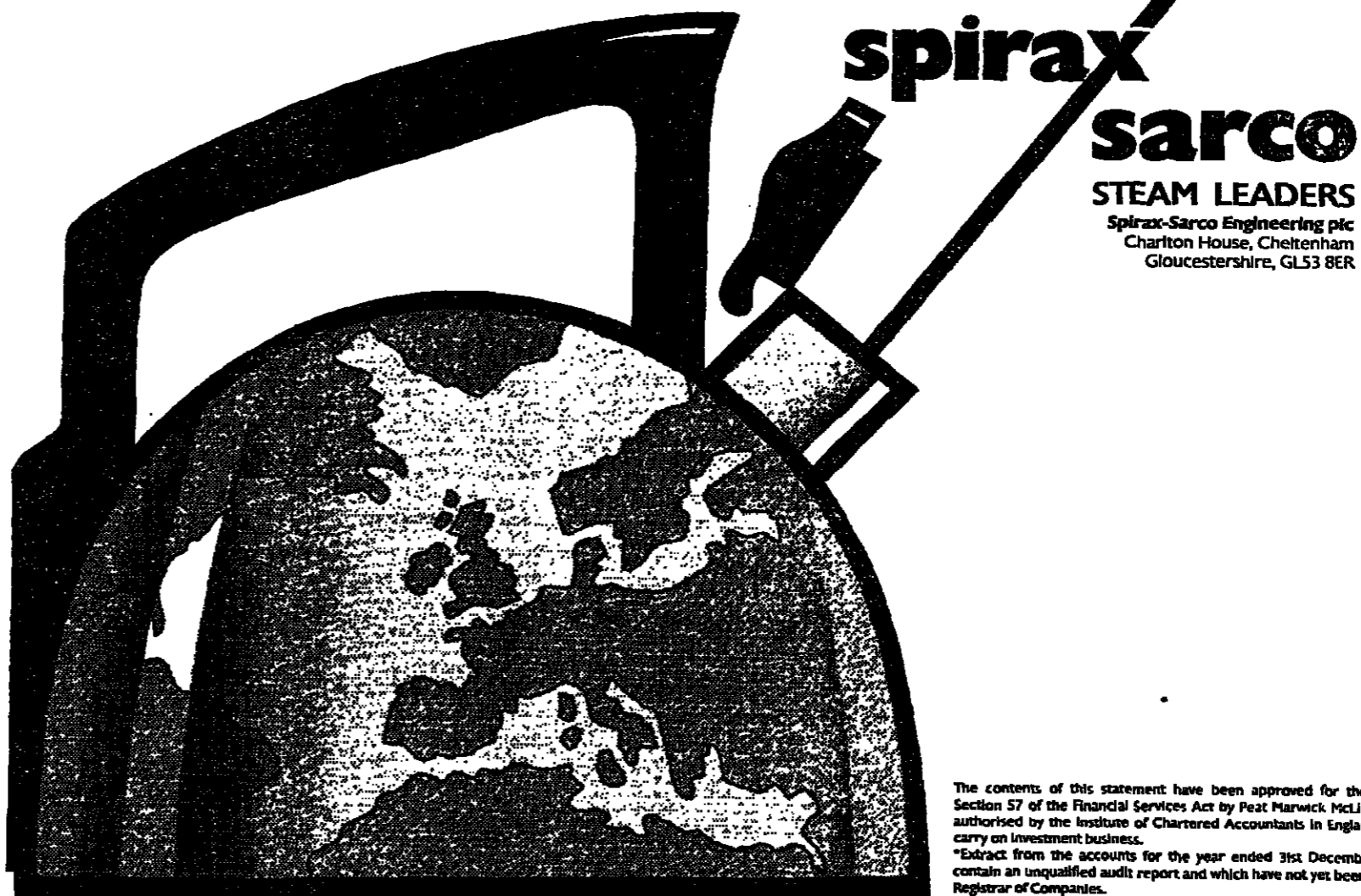
This year we have, yet again, produced significantly improved results.* Spirax-Sarco are world market leaders in specialist steam controls; a position achieved through positive planning, an ever-growing range of products, financial commitment to education and training, a balanced geographical spread worldwide.

Steam is used everywhere in the processing of products from oil to paper,

food to drinks, textiles to rubber, detergents to pharmaceuticals. Steam - hygienic, economic - is nature's most effective heat transfer medium.

Solving its customers' steam problems worldwide, Spirax-Sarco is one of the UK's most successful global businesses and is set for continuing growth both organically and by acquisition.

- Profits before tax £22.4m up 18.2%
- Earnings per share 19.0p up 15.9%
- Dividend 7.5p up 17.2%



The contents of this statement have been approved for the purposes of Section 57 of the Financial Services Act by Peat Marwick McLintock which is authorised by the Institute of Chartered Accountants in England & Wales to carry an investment business. *Extract from the accounts for the year ended 31st December 1988 which contain an unqualified audit report and which have not yet been filed with the Registrar of Companies.

This advertisement is issued in compliance with the requirements of the Council of The Stock Exchange. It does not constitute an invitation to the public to subscribe for or to purchase shares. Application has been made to the Council of The Stock Exchange for the grant of permission for the whole of the ordinary share capital of Amberley Group PLC to be dealt in, in the Unlisted Securities Market. It is emphasised that no application has been made for these securities to be admitted to official listing. Dealings are expected to begin on 6th April, 1989.

Amberley Group PLC
(Incorporated and Registered in England - Number 1744056)

Placing
Sponsored by
Brown Shipley Stockbroking Limited
of 2,193,000 shares of 2.5p each
at 57p per share
payable in full on acceptance
Share Capital following the Placing.

Authorised Issued and to be
£170,000 in shares of 2.5p each £160,965 issued fully paid

Amberley Group PLC provides a range of building preservation services to the general public and to local authorities for use in housing and in public buildings in mainland Europe and it has recently expanded its services to include the supply and installation of water filtration products.

Particulars relating to the Company are available in the Extel Statistical Service and copies of the Prospectus may be obtained during normal business hours on any weekday (Saturdays and public holidays excepted) up to and including 17th April, 1989 from

Brown Shipley Stockbroking Limited
10 Foster Lane
LONDON EC2V 6HH
30th March, 1989

COMMODITIES AND AGRICULTURE

Fresh tin price surge adds to export quota doubts

By Wong Sulong in Kuala Lumpur

THE KUALA Lumpur tin price leapt yesterday to a new 3 1/2-year high, adding to doubts about the future of the export quota system operated by members of the Association of Tin Producing Countries...

He said the executive committee of the ATPC worked in Kuala Lumpur on April 10, and if members felt the market had returned to normal, the supply rationalisation scheme, now in its third year, would be allowed to lapse.

On the Kuala Lumpur Tin Market yesterday, the metal closed 21 cents higher at 24.83 ringgit a kilogram (25,290 a tonne). Buyers opened their bids for 401 tonnes, and bids and offers were finally matched at 139 tonnes.

Bargain hunters boost coffee market

By David Blackwell

COFFEE PRICES fell to the lowest levels seen for more than six months in London yesterday morning before recovering sharply to close well ahead.

The May robusta contract on the London Futures and Options Exchange (Fox) slipped through the 41,050 and 41,040 a tonne chart support levels on technical selling amid gloomy sentiment about talks next week on the future of the international coffee agreement.

China's coal exports becalmed

Lynne Curry examines the problems restricting overseas sales

SOARING DOMESTIC consumption and severe transportation problems are expected to restrict China's coal exports severely for at least two more years, until new rail and port infrastructure projects can be completed.

traders say, because coal is transported on state-owned Chinese vessels. The Government is forced to be more conservative because of the high quality sources of coal available to European buyers.

provinces to the more industrialised east. However, a shortage of trucks and rolling stock has placed severe strain on the ability of China's rail network to move the supply efficiently.

coal handling port located in the north-east, and the addition of new coal loading facilities at that port. Both the railway and the port are expected to begin normal operation at the end of this year.

Gold price 'could bounce back'

By Kenneth Gooding, Mining Correspondent

THE PRICE of gold could bounce back strongly from the current level of under \$390 a troy ounce but is unlikely to move above \$450 in the years to 1992, according to a study published today by the Economist Intelligence Unit.

there should be a quick response from the jewellery industry, which is likely to absorb an extra 100 tonnes of gold for every \$50 fall in the price. Below \$350 an ounce mine output would also be seriously affected.

the recent decline in South African production will be moderated but not reversed and that the easy gains in gold production in Australia and North America have already been made.

Baltic to lose one of its top futures traders

COLEY AND Harper, one of the most active traders in London's Baltic Futures Exchange (BFE), is to step dealing in futures, writes David Blackwell.

Mr Alan Harper, chairman, said yesterday that the company's futures operations were only a marginal profit earner for Goode Durrant, the company which bought Coley two years ago. He blamed the high costs of operating since the Financial Services Act took effect, pointing out that fees to the Association of Futures Brokers and Dealers had been almost \$20,000 this year.

Big decisions loom on Venezuelan mine venture

By Joseph Mann, recently in Maracaibo

PARTNERS in Venezuela's largest coal mining venture will be making "big decisions" this year that will push the project from a current production capacity of 1.5 million tonnes to more than 6.5 million tonnes, according to Mr Luis Urdaneta, president of Carbozulia del Zulia (Carbozulia), the Venezuelan Government's participant in the group.

joint venture called Carbozulia del Guasare S.A. to develop the large reserves of the Guasare coalfield located in the western state of Zulia.

approved rules covering debt equity swaps and a devaluation of the Venezuelan currency earlier this month should provide incentives for foreign investors to make decisions soon on the coal mine and other major projects requiring capital from overseas, a government official said.

Proven coal reserves in the Paso Diablo sector of Guasare, where mining is being carried out, are 2.5 billion tonnes. About 300 million tonnes of this can be removed through open pit mining.

WEEKLY METALS PRICES

All prices as supplied by Metal Bulletin (last week's prices in brackets).

Table with columns for metal name, price, and change. Includes COBALT, MERCURY, MOLYBDENUM, and URANIUM.

Table with columns for metal name, price, and change. Includes TUNGSTEN ORE, VANADIUM, and URANIUM.

WORLD COMMODITIES PRICES

LONDON MARKETS table with columns for commodity, price, and change. Includes Nickel, Copper, and Tin.

COCCA OIL table with columns for grade, price, and change. Includes Mar 811, May 811, and Sep 811.

LONDON METAL EXCHANGE table with columns for metal, price, and change. Includes Aluminium, Cash, and Copper.

POTATOES table with columns for variety, price, and change. Includes Apr 87.4, May 87.4, and Jun 87.4.

US MARKETS table with columns for commodity, price, and change. Includes Mar 383.0, Apr 383.0, and May 383.0.

PLATINUM table with columns for grade, price, and change. Includes Mar 522.8, Apr 522.8, and May 522.8.

SUGAR WORLD table with columns for grade, price, and change. Includes May 11.21, Jun 11.21, and Jul 11.21.

LIVE CATTLE table with columns for grade, price, and change. Includes Apr 77.77, May 77.77, and Jun 77.77.

SPOT MARKETS table with columns for commodity, price, and change. Includes Crude oil, Dube, and Brent.

COFFEE table with columns for grade, price, and change. Includes Mar 1095, Apr 1095, and May 1095.

SOYABEAN MEAL table with columns for grade, price, and change. Includes Apr 157.80, May 157.80, and Jun 157.80.

LONDON BULLION MARKET table with columns for gold, price, and change. Includes Gold, Silver, and Platinum.

COPPER table with columns for grade, price, and change. Includes Mar 222.8, Apr 222.8, and May 222.8.

CRUDE OIL table with columns for grade, price, and change. Includes Mar 20.08, Apr 20.08, and May 20.08.

HEATING OIL table with columns for grade, price, and change. Includes Apr 59.90, May 59.90, and Jun 59.90.

SOYABEAN OIL table with columns for grade, price, and change. Includes May 23.47, Jun 23.47, and Jul 23.47.

WHEAT table with columns for grade, price, and change. Includes May 118.20, Jun 118.20, and Jul 118.20.

GRAINS table with columns for grade, price, and change. Includes Wheat, Corn, and Soybeans.

BARLEY table with columns for grade, price, and change. Includes May 111.05, Jun 111.05, and Jul 111.05.

REUTERS table with columns for commodity, price, and change. Includes Mar 20.08, Apr 20.08, and May 20.08.

DOW JONES table with columns for index, price, and change. Includes Mar 2912.21, Apr 2912.21, and May 2912.21.

SOYABEAN MEAL table with columns for grade, price, and change. Includes May 23.47, Jun 23.47, and Jul 23.47.

SOYABEAN OIL table with columns for grade, price, and change. Includes May 23.47, Jun 23.47, and Jul 23.47.

Advertisement for THE AUTOMATIC IDENTIFICATION INDUSTRY, featuring a logo and contact information.

LONDON STOCK EXCHANGE

Equities shrug off the trade figures

NEWS OF another substantial deficit on UK trade in February was taken in its stride yesterday by UK equities which quickly rallied from a brief fall...

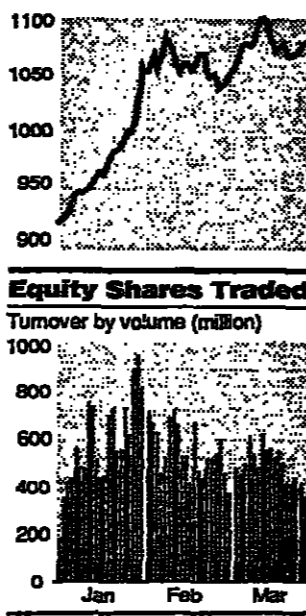
shareholders in the wake of the trade figures, but dealers said that despite the dip of nearly 14 points in the FT-SE index at one time there was little sign of significant selling...

Beecham progress late

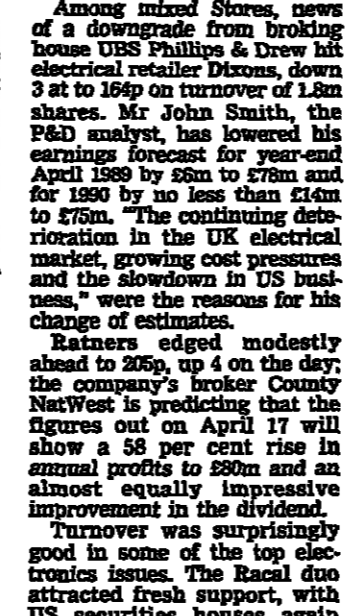
Among the firm features at the close was Beecham, which attracted both domestic and US buyers. Reports from across the Atlantic that Beecham held merger discussions with Smith-Kline Beckman...

Glywedd promises Annual profits of £82.6m from Glywedd were well up with analysts forecasts. Nevertheless, there were some in the market pointing to deviations from the company's five-year record of promising 20 per cent annual earnings growth...

FT-A All-Share Index



Equity Shares Traded



turnover of 1.2m shares, said Unigate, 7 better at 37p. "If anything is going to happen in manufacturers it will happen in Unigate," said one market-maker.

The Agency sector reacted calmly to two bids, the largest being the BDDP offer of 30p cash for each share of Bessie Masshall Pollitt (BMP), valuing the UK group at £108m.

FINANCIAL TIMES STOCK INDICES

Table with columns for various stock indices (Government Secs, Fixed Interest, Ordinary, Gold Mines, etc.) and their performance over time.

TRADING VOLUME IN MAJOR STOCKS

Table listing trading volume for various major stocks, including shares traded, bid price, offer price, and percentage change.

Magnet attractions

Details of the expected management buyout at Magnet, the Yorkshire-based kitchens and bedroom furniture retailing operation, materialised yesterday and immediately triggered talk that a bid from another party could be in the offing.

NEW HIGHS AND LOWS FOR 1989

- List of companies with new highs and lows for 1989, including Hanson (120), British Petroleum (105), and various other sectors like pharmaceuticals and utilities.

APPOINTMENTS

Restructure at Midland

Six sales directors for England and Wales will be replaced by the 12 regional directors in MIDLAND UK banking from May 1. This follows the decision, reported in yesterday's Financial Times, to separate customer service from transaction processing and to transfer the branch back-office function to Midland group operations.

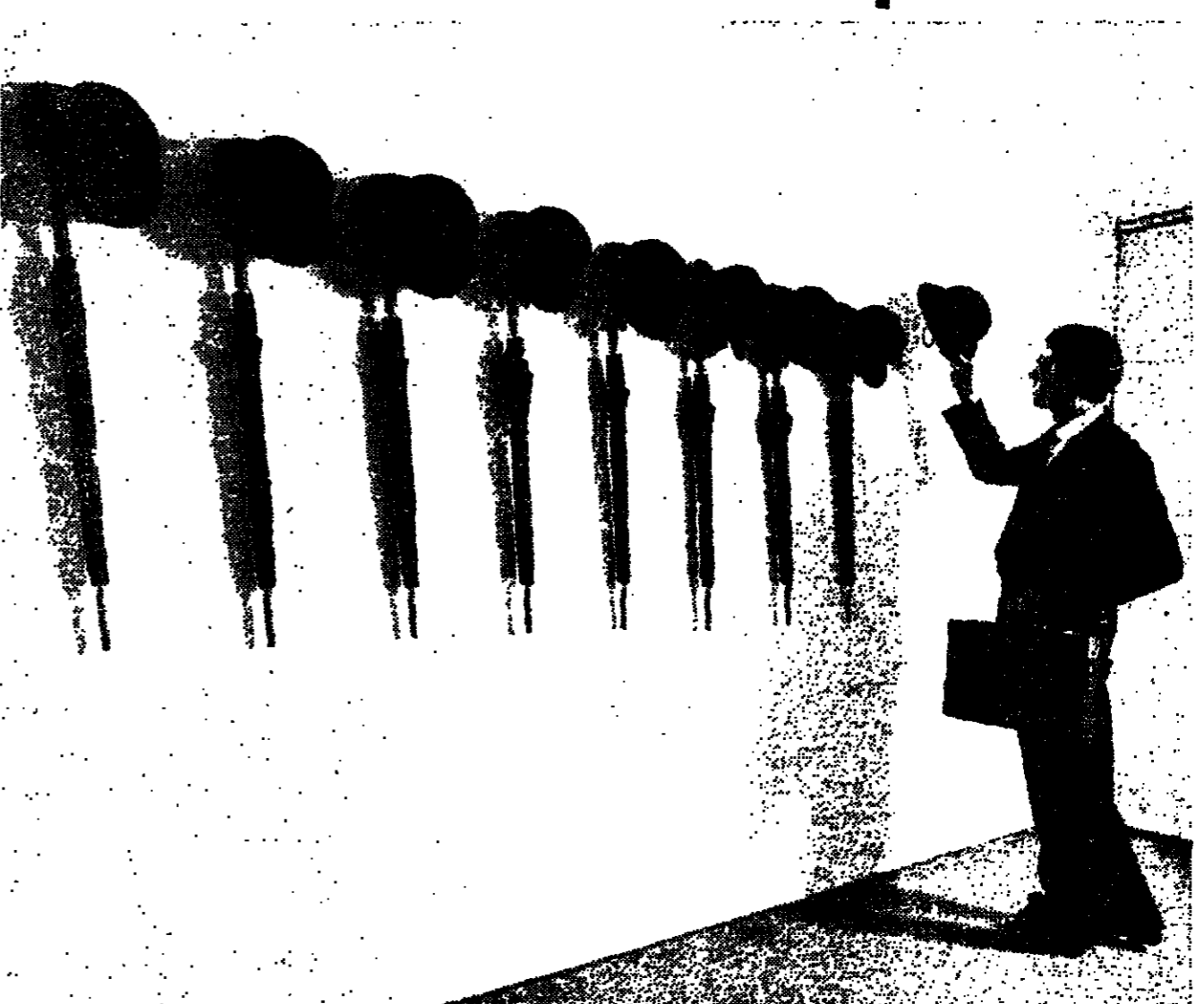
Changes at EMI Music

Following the appointment of Mr Jim Field as president and chief executive officer of EMI Music Worldwide from April 1, Mr Richard Manser will continue as an executive director of THORN EMI, and remains chairman of EMI Music Worldwide, Capital-EMI Music Inc, and EMI Music. He will be responsible for corporate relationships with Toshiba Corporation, Japan.

Satellite TV broadcasting finance chief

BRITISH SATELLITE BROADCASTING, the more than £770m satellite broadcasting group, has appointed Mr Ian Clubb as group finance director. His career has embraced senior finance responsibilities in publishing and the oil industry. Mr Clubb was group managing director and chief executive of Curless. From 1976 he was finance director of Times Newspapers, then was involved in fund raising for the Thomson Group's North Sea oil exploration, and became chairman of Thomson North Sea.

Nine Partners You Can Depend On.



With us, you can reach out and contact the whole of Austria, directly. With 2,500 bank branches throughout the country, we have the customer contact and the direct access to Austrian companies you need.

Austria's Raiffeisen Banking Group advertisement, listing various Raiffeisen banks across Austria with their addresses and contact information.

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-925-2128

AUTHORISED UNIT TRUSTS

Table listing various unit trusts such as Abbey Unit Trust, Abstract Management Ltd, and others, including their respective managers and details.

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Table listing various unit trusts such as Abbey Unit Trust, Abstract Management Ltd, and others, including their respective managers and details.

GUIDE TO UNIT TRUST PRICING. A section explaining the pricing of unit trusts, including how to calculate the net asset value and the effect of charges.

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FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-925-2128

Main table containing unit trust information, organized into columns for various trust categories and individual trust names with their respective prices and details.

OTHER UK UNIT TRUSTS

INSURANCES

Table listing insurance products and providers, including details on policies and terms.

FT UNIT TRUST INFORMATION SERVICE

Current Unit Trust Prices are available on FT Cityline. To obtain your free Unit Trust Code Booklet ring the FT Cityline help desk on 01-225-2129

Main table containing unit trust information with columns for company names, unit prices, and other financial data. Includes sub-sections like 'MANAGEMENT SERVICES', 'OFFSHORE AND OVERSEAS', 'GUERNSEY (GD REVENUE)', 'LUXEMBOURG (GD REVENUE)', 'SWITZERLAND (GD REVENUE)', and 'BERMUDA AUTHORISED'.

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FT UNIT TRUST INFORMATION SERVICE

LONDON SHARE SERVICE

Main table for FT Unit Trust Information Service, containing columns for fund names, share prices, and other financial data. It is organized into several sub-sections like 'ISLE OF MAN', 'LUXEMBOURG', and 'OFFSHORE INSURANCES'.

Table for LONDON SHARE SERVICE, divided into 'BRITISH FUNDS', 'BRITISH FUNDS - Contd', and 'AMERICANS'. It lists various fund names, their share prices, and performance metrics.

Table for Money Market Trust Funds, listing various trust fund names, their share prices, and other financial details.

Table for Money Market Bank Accounts, listing bank account names, their share prices, and other financial details.

UNIT TRUST NOTES: A section providing additional information and disclaimers regarding the unit trusts listed in the adjacent tables.

LONDON SHARE SERVICE

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-225-2128

CANADIANS table with columns for stock names, prices, and other financial data.

BUILDING, TIMBER, ROADS Cont'd table listing various construction and infrastructure companies.

ELECTRICALS table listing companies in the electrical industry.

ENGINEERING - Cont'd table listing engineering firms.

INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

BANKS, HP & LEASING table listing financial institutions and leasing companies.

CHEMICALS, PLASTICS table listing chemical and plastic manufacturers.

FOOD, GROCERIES, ETC table listing food and grocery retailers.

FOOD, GROCERIES, ETC table listing food and grocery retailers.

INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

BEERS, WINES & SPIRITS table listing beverage companies.

DRAPERY AND STORES table listing clothing and retail companies.

INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

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BUILDING, TIMBER, ROADS table listing construction and infrastructure companies.

ENGINEERING table listing engineering firms.

INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

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INDUSTRIALS (Misc.) - Cont'd table listing various industrial companies.

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LONDON SHARE SERVICE

Latest Share Prices are available on FT Cityline. To obtain your free Share Code Booklet ring the FT Cityline help desk on 01-923-2123

LEISURE - Contd. Table listing various leisure companies and their share prices.

PROPERTY. Table listing property-related companies and their share prices.

TEXTILES - Contd. Table listing textile companies and their share prices.

TRUSTS, FINANCE, LAND - Contd. Table listing trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies.

MINES - Contd. Table listing mining companies.

MOTORS, AIRCRAFT TRADES. Table listing motor and aircraft trade companies.

PROPERTY. Table listing property-related companies.

TEXTILES - Contd. Table listing textile companies.

TRUSTS, FINANCE, LAND - Contd. Table listing trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies.

MINES - Contd. Table listing mining companies.

NEWSPAPERS, PUBLISHERS. Table listing newspaper and publishing companies.

PROPERTY. Table listing property-related companies.

TEXTILES - Contd. Table listing textile companies.

TRUSTS, FINANCE, LAND - Contd. Table listing trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies.

MINES - Contd. Table listing mining companies.

PAPER, PRINTING, ADVERTISING. Table listing paper, printing, and advertising companies.

PROPERTY. Table listing property-related companies.

TEXTILES - Contd. Table listing textile companies.

TRUSTS, FINANCE, LAND - Contd. Table listing trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies.

MINES - Contd. Table listing mining companies.

PAPER, PRINTING, ADVERTISING. Table listing paper, printing, and advertising companies.

PROPERTY. Table listing property-related companies.

TEXTILES - Contd. Table listing textile companies.

TRUSTS, FINANCE, LAND - Contd. Table listing trusts, finance, and land companies.

OIL AND GAS - Contd. Table listing oil and gas companies.

MINES - Contd. Table listing mining companies.

Stock Exchange listing classifications are indicated in the right of security names: Alpha, Beta, Gamma. Includes detailed notes on classification criteria and market rules.

REGIONAL & IRISH STOCKS. Table listing regional and Irish stocks with their respective prices.

TRADITIONAL OPTIONS. Table listing traditional options and their 3-month call rates.

This service is available to every Company dealt in on Stock Exchange throughout the United Kingdom at a fee of £200 per annum for each security.

CURRENCIES, MONEY AND CAPITAL MARKETS

FOREIGN EXCHANGES

Central banks sell dollars

THE DOLLAR weakened after another round of co-ordinated central bank intervention yesterday. But the scale of dollar sales by the major European central banks and the US Federal Reserve did not appear to be heavy, and dealers questioned whether policy is aimed at defending any particular rate.

The view in the market was that the central banks have not set a target range, but will react to excessive swings. The bulk of yesterday's intervention occurred when the dollar was just above DM1.8900, and it succeeded in holding the dollar around that level.

The main central banks in Europe were involved, including the West German Bundesbank; Swiss National Bank; Bank of France and Bank of England. Details of the action were sketchy, and although it seemed to involve buying of the D-Mark, it was also suspected that the Bank of England took the opportunity of purchasing sterling against the dollar.

FINANCIAL FUTURES

Short sterling higher

SHORT STERLING futures edged higher in the London Life market yesterday. However, there appeared to be little to justify the firmer tone, given the rather disappointing trade data for February.

Long gilt futures were less impressed by the figures and fell to a low of 97.04 before closing at 97.07, still down from 97.14 at the opening and Tuesday's close of 97.12.

US Treasury bond futures rose in line with a firmer dollar trend at the start of trading, and a fall in oil prices. News of a 0.3 per cent decline in February leading economic indicators was much in line with expectations. The bond price for June delivery moved up from an opening level of 87.24 to close at 87.28, up from 87.14 on Tuesday.

Table with columns: Mar 29, Latest, Previous Close. Rows: 1 month, 3 months, 12 months.

Table with columns: Mar 29, Latest, Previous Close. Rows: 0.50, 1.00, 2.00, 5.00, 10.00, 20.00, 50.00, 100.00.

CURRENCY RATES

Table with columns: Mar 29, Bank, Special, European. Rows: Sterling, U.S. Dollar, Canadian \$, Australian \$, etc.

CURRENCY MOVEMENTS

Table with columns: Mar 29, Bank of England, Morgan Guaranty. Rows: Sterling, U.S. Dollar, etc.

OTHER CURRENCIES

Table with columns: Mar 29, £, S. Rows: Argentina, Australia, Brazil, etc.

MONEY MARKETS

Limited reaction

UK INTEREST rates edged up slightly on worse than expected trade figures for February, but came off the top to finish unchanged on the day.

forecast to a surplus of around £550m. The authorities soaked up the excess liquidity by selling £558m of Treasury bills at 12 1/2-12 3/4 per cent, maturing tomorrow.

Short-term interest rates in Frankfurt continued to ease as money remained in good supply. Banks still hold considerably more reserves with the Bundesbank than the minimum reserve requirement for this month.

Table with columns: Mar 29, Day's spot, Close, One month, Three months, Six months, One year.

POUND SPOT-FORWARD AGAINST THE POUND

Table with columns: Mar 29, Day's spot, Close, One month, Three months, Six months, One year.

DOLLAR SPOT-FORWARD AGAINST THE DOLLAR

Table with columns: Mar 29, Day's spot, Close, One month, Three months, Six months, One year.

EURO-CURRENCY INTEREST RATES

Table with columns: Mar 29, Short, 7 days, One month, Three months, Six months, One year.

EXCHANGE CROSS RATES

Table with columns: Mar 29, £, S., DM, ¥, FF, S.F., H.F., Lira, C.S., S.F.

FT LONDON INTERBANK FIXING

Table with columns: 01.00 a.m. Mar 29, 3 months US dollars, 6 months US dollars.

MONEY RATES

Table with columns: NEW YORK, Treasury Bills and Bonds, Prime rate, etc.

LONDON MONEY RATES

Table with columns: Mar 29, Overnight, 7 days notice, One month, Three months, Six months, One year.

Table with columns: Mar 29, Call, Put, Call, Put, Call, Put.

CHICAGO

Table with columns: Mar 29, Latest, High, Low, Prev. Close.

U.S. TREASURY BILLS

Table with columns: Mar 29, Latest, High, Low, Prev. Close.

BASE LENDING RATES

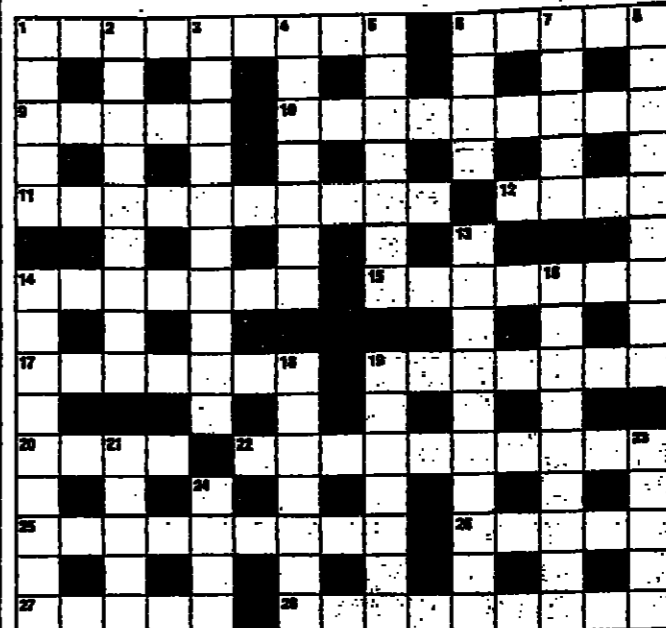
Table with columns: Bank, Rate, Bank, Rate, Bank, Rate.

EUROPEAN OPTIONS EXCHANGE

Table with columns: Series, May 89, Aug 89, Nov 89, Stock.

CROSSWORD

No.6,896 Set by VLXEN



ACROSS
1 Lists must include break for court officials (9)
6 A poet used to carry messages (5)
9 Egghead backing Ireland? That would be strange! (6)
10 Makes a beastly row after mere orderly gets on board again! (7)
11 Refuse to give credit (10)
12 A little modish edifice - a store (4)
14 A man who wrote letters for the monarch with greater alacrity (7)
15 Doctor taking issue about justice (7)
17 Feels sorry for soldiers - gets filled in by raw beginner (7)
18 Parking outside to remove exhaust (7)
20 Mean to approach (4)
23 The guy responsible for the grind (10)
25 Complaining of incorrect assignment (9)
26 The best one to make business arrangements (6)
27 Spoke angrily to a Greek character turning in the road (5)
28 Sort of vibration effects seen on car (3)
DOWN
1 Stuff from the river (5)
2 Dying of hypothermia? (3)
3 Tale spun in an old Egyptian place by popular musicians (6,7)
4 Mathematician upset about trendy clergyman (7)
5 Puts off quiet little people (7)
6 Drinks-dispenser in the bed-and-breakfast hotel (4)
7 A market town making progress (5)
8 House in ruins - dire scene! (6)
13 There is no excellent beauty that hath not some strangeness in the face (10)
14 Unknown person grabbing cash. He's a killer (9)
16 Deplorable, Heather, Olive, all appear gullible always (9)
18 Brighter, no showing a bit of leg - that's right (7)
19 Yank been by uppity chivalry when there's heavy rain (7)
21 Let it be, or maybe let out (5)
23 Sound instrument - that's material (5)
24 Aim to include a single woman (4)

NOTICE OF EARLY REDEMPTION
Sparekassen SDS
DKK 250,000,000
12 1/2 % Subordinated Bonds due 1992
In accordance with clause (b) of paragraph "Redemption" of the Terms and Conditions of the Bonds, notice is hereby given that Sparekassen SDS will prepay, on May 2, 1989 the total amount remaining outstanding of the above-mentioned Bonds at 101 1/4 % of their principal amount.

Paine Webber Group Inc.
U.S. \$200,000,000
Subordinated Floating Rate Notes Due 1993
For the six months 30th March, 1989 to 29th September, 1989 the Notes will carry an interest rate of 11 3/4 per cent per annum and interest payable on the relevant interest payment date 23rd September, 1989 will amount to U.S. \$568.70 per U.S. \$100,000 Note and U.S. \$5,686.98 per U.S. \$100,000 Note.

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You will see exactly the same detailed picture the professionals rely on. And it won't cost you a fortune to be better informed. There are no costly long-term fixed contracts. You pay for what you use.
So, if you are looking for an edge in a market where opportunities for profit emerge and vanish with remarkable speed call Carole Langefeld now on 0453 757525, or complete the coupon.

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WORLD STOCK MARKETS

Table of stock market data for Australia, including company names and prices.

Table of stock market data for France, including company names and prices.

Table of stock market data for Germany, including company names and prices.

Table of stock market data for Italy, including company names and prices.

Table of stock market data for Sweden, including company names and prices.

Table of stock market data for Toronto, including company names and prices.

Table of stock market data for Canada, including company names and prices.

Table of stock market data for various international markets, including Australia, Belgium, Denmark, etc.

Table of stock market data for Japan, including company names and prices.

Table of stock market data for Germany (continued), including company names and prices.

Table of stock market data for Italy (continued), including company names and prices.

Table of stock market data for Sweden (continued), including company names and prices.

Table of stock market data for Australia (continued), including company names and prices.

Table of stock market data for New York Active Stocks, including company names and prices.

Table of stock market data for Tokyo - Most Active Stocks, including company names and prices.

Table of stock market data for Singapore, including company names and prices.

Table of stock market data for various international markets, including Australia, Belgium, Denmark, etc.

Table of stock market data for New York Active Stocks (continued), including company names and prices.

Table of stock market data for Tokyo - Most Active Stocks (continued), including company names and prices.

Table of stock market data for Singapore (continued), including company names and prices.

Table of stock market data for various international markets (continued), including Australia, Belgium, Denmark, etc.

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Advertisement for 'ON BUSINESS IN LUXEMBOURG?' with contact information for the Financial Times.

Large advertisement for 'Have your F.T. hand delivered in The Netherlands' with details about the Financial Times and subscription information.

3pm prices March 29

NEW YORK STOCK EXCHANGE COMPOSITE PRICES

12 Month	High	Low	Stock	Div.	Yield %	1956 High	Low	Class	Open	Close
20	214	214	AAR							
19	115	115	ACB							
18	104	104	ACB							
17	104	104	ACB							
16	104	104	ACB							
15	104	104	ACB							
14	104	104	ACB							
13	104	104	ACB							
12	104	104	ACB							
11	104	104	ACB							
10	104	104	ACB							
9	104	104	ACB							
8	104	104	ACB							
7	104	104	ACB							
6	104	104	ACB							
5	104	104	ACB							
4	104	104	ACB							
3	104	104	ACB							
2	104	104	ACB							
1	104	104	ACB							
...



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NYSE COMPOSITE PRICES

Table of NYSE Composite Prices. Columns include Stock, High, Low, Last, Change, and Volume. The table lists numerous stocks and their corresponding price movements for the day.

OVER-THE-COUNTER

Reading national market, 3pm prices March 29

Table of Over-the-Counter prices. Columns include Stock, High, Low, Last, Change, and Volume. This section provides data for various over-the-counter traded securities.

AMEX COMPOSITE PRICES

3pm prices March 29

Table of AMEX Composite Prices. Columns include Stock, High, Low, Last, Change, and Volume. This table tracks the performance of stocks listed on the American Stock Exchange.

Travelling on Business?

Enjoy reading your complimentary copy of the Financial Times when you're staying . . .

- List of hotels in Madrid and Barcelona where complimentary copies of the Financial Times are provided. Includes Holiday Inn, Hotel Miguel Angel, Hotel Palace, Hotel Princess Plaza, Hotel Ritz, Hotel Villa Magna, Hotel Calderon, Hotel Diplomatic, Hotel Majestic, and Gran Hotel Sarría.

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Advertisement for Lisbon & Porto: 'Have your F.T. hand delivered... at no extra charge, if you work in the business centres of Lisboa & Porto. Lisboa 887844. Ask Ask Roberto Alves for details. FINANCIAL TIMES'

